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STATE UNIVERSITY OF NEW YORK AT BUFFALO
SCHOOL OF NURSING

MEMORANDUM

Date: 3/10/88

TO: Members, Minority Advisory Committee

FROM: Juanita K. Hunter, R.N., Ed.D.

RE: Thoughts on the Role of the Minority Nurse Within ANA

It is interesting that you have asked me to share my thoughts with the Advisory Committee about the topic of Minority Nurse Participation in ANA shortly after we have completed a month of celebration of Black History. And during that month I participated in a Black History of Nursing Program with the staff of Bellevue Hospital which I thoroughly enjoyed. That experience reminded me that our Minority nurses are looking for a sense of hope and someone to lead them in a positive direction. As a result of these recent events many thoughts are surfacing in my mind as I take pen in hand to share my perspective with you on this issue of minority representation within ANA at a very critical juncture in our professional history.

As I prepared for the Bellevue presentation I had for the first time an opportunity to read "No Time for Prejudice". I was so moved by the vigilance, dedication and vision of our earlier leaders as I read that book. The major points which stuck with me and which I shared with the Bellevue audience were that (1) we have lost sight of the rich legacy of the Black nurses who have gone on before us and created the path for us and (2) our current nurse population is not producing the kind of Black leadership we need in these critical times. We lack as a group the willingness to prepare for leadership roles and the willingness to accept the challenges and sacrifices of leadership.

Many of our young nurses do not know their Black nursing history and therefore they do not have the sense of pride, purpose and commitment that drives from that knowledge. Far too many are caught up in the frenzy of their work a day worlds and are rarely if ever exposed to leadership opportunities within the professional associations. They cling to the status quo and are not aware that their forerunners strove for excellence.

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It is within this context of our black experience that we confront the current scenario within health care. Major issues of survival of the nursing profession, the nursing shortage conflict between organizational units have been uppermost on our agendas recently. However, a persistent decline in minority leadership within ANA is not a major concern.

No one has really been concerned about the gradual loss of program activity by the Cabinet on Human Rights. There has been no outcry about the demise of the Affirmative Action Committee of the Board of Directors. There was no special emphasis on seeking nominations from qualified minority candidates.

It is important for us to remember at this time that the concerns of the minorities are easily forgotten in hard times. And while it has been comfortable too many times for us to say "they won't let us in," I am reminded of how we got wherever we are and would remind all of us that we won't get there unless we go.

What I believe is needed is first a re-affirmation that the goal set by our predecessors is still a worthy goal in 1988. And if the response is affirmative we might secondly convene a summit meeting of our key leaders. The primary objective for that meeting might be the development of a strategic plan which would include developing mechanisms to (1) increase the numbers of minorities who seek election to office at state and national levels, (2) identify potential minority leadership and (3) to plan a leadership training program for those potential leaders. We further need to divide up the work into manageable pieces.

I believe that we could indeed develop a plan that could be implemented effectively and that portions of the plan could be divided into manageable tasks and then completed by various individuals. All of these activities could be coordinated by an effective communication system.

A start up for these activities could be the Minority Forum in Louisville in June. A similar idea was initiated by the meeting held in Washington, D.C. in April, 1984 (minutes enclosed). Unfortunately, there was no real plan follow up to that meeting and many good ideas were never implemented.

In summary, I am deeply concerned about our invisibility within the fabric of ANA. We must increase our participation at all levels and soon, if we are to effectively influence the future health care system. I thank you for the opportunity to share my thoughts with you and I regret that I am unable to be present to dialogue with you.

JKH:mb

Enclosure

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Recommendations to Council

Options

- Center minority Focus Hq
- Smaller no. - not to exceed 5
- Formal communication to Council - at least 1 joint mtg.
- Yearly prof. fact.

cannot handle this focus with other respons.

concernative to visibility of minorities - as evidenced by
concern about lack of minority awarded in terms of
restriction ^{subject} ^{from} no health related prof. spoke
will not support if org. if not apparent that minorities
are involved

changes in demographics of population - as pointed by
needs to address this concern

This org has developed a special relationship ^{admin} to staff & legislators - it is key
to maintain and further develop this relationship
in order to see year

could use this for development of model to incorporate
other especially if it is functions of leg council

Legislative Follow

- 1) Follow up on broad level approach
- 2) ^{staff} ^{aware} ^{of} ^{letter} ^{to} ^{Benton} [&] ^{Deval} ^{Dir} ^{of} ^{State} ^{Staff} - aware of letter
- 3) ^{Van} ^{off} ^{if} ^{any} ^{you} ^{about} ^{concern} ^{weekend} ^{contact}
Mary Faulkner ^{Sydney} ^{Benton}
Staff Director for
Robert Van

518-455-5481

- 4) Looking forward to NYSDOH involvement in Council
- 5) Reception - very open - accepting - willing to exchange views
willing to continue serving on Minority Focus Hq
consultants ^{members}
- 6) Velmaette Montgomery - specifically kept her eye
with minority focus Hq

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NEW YORK STATE NURSES ASSOCIATION

Council on Legislation Meeting
and
Minority Focus Group Meeting

Veronica M. Driscoll
Center for Nursing
2113 Western Avenue
Guilderland, New York

November 10, 1989
9:00 a.m. - 3:30 p.m.

- I. Call to Order
- II. Review of Minutes of September 8, 1989
- III. Campaign to Eliminate Nursing Shortage
- IV. Legislative Update
- V. Board of Directors Actions - September 21 and October 26, 1989
 - A. Campaign for Healthy Children Agenda - 1990
 - B. Reallocation of funding for Legislative Reception
 - C. Visibility of NYSN-NPA in NYSNA in general and Legislative Program, in particular
- VI. 1990 Legislative Program
 - A. 1990 Lobby Days
 - B. Workshop for District Legislative Chairs - January 27, 1990
 - C. 1990 Voting Body Resolution
- VII. Center for Women in Government Conference - March 18-20, 1990
- VIII. Universal Health Care - Position Statement
- IX. Black and Puerto Rican Legislators' Caucus Weekend - February 16-18, 1990
- X. Coalition Building Activities
- XI. Communication with Districts, Members and Board of Directors
- XII. New Business
 - A. Testimony at hearings
 - B. UNY*Care proposal
 - C. Universal Health Care Position Statement
- XIII. Date of Next Meeting - January 26, 1990
- XIV. Adjournment

EJG/cjp
11/6/89

THE NEW YORK STATE NURSES ASSOCIATION

Council on Legislation

The Veronica M. Driscoll
Center for Nursing
Guilderland, NY

September 8, 1989
9:00 a.m. to 3:30 p.m.

MINUTES

- I. CALL TO ORDER
The meeting was called to order by Susan Fraley, Chairperson, at 9:20 a.m. on September 8, 1989.
- II. ATTENDANCE

Present	Absent
Susan Fraley	Phyllis Collier
David Clark	Louise Gallagher
Virginia Kemme	Mary Keane
Carole Kuzmack	Kattie Washington
Juanita Majewski	

Staff

E. Joyce Gould, Director, Legislative Program
Bernard T. McCann, Associate Director, Legislative Program

The Chair introduced David Clark, and welcomed him to his first Legislative Council meeting.
- III. APPROVAL OF MINUTES
The minutes of May 17, 1989 were reviewed and accepted as written.
- IV. CAMPAIGN TO ELIMINATE NURSING SHORTAGE
 - A. Keep Pace with a Nurse
The visit of Assemblyman James Tedisco to Bellevue Hospital, Schenectady was described and discussed. The intent of the "Keep Pace with a Nurse" program is to promote the value of nursing and nurses through the local media and educate legislators about solutions to the nursing shortage. The program is coordinated by NYSNA Communication Department in conjunction with District Nurses Associations.

Other participants have been District 5 with Assemblyman Martin Luster and Assemblyman James Tallon.

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It was recommended that staff inform the Advisory Council of the "Keep Pace with a Nurse" program and encourage other Districts to participate.

B. Health Care Personnel Legislation

Staff reported on the status of the two bills introduced on this subject. The bills are A.8434, Gottfried, and S.5531, Tully. It is expected that the legislation will move forward after January.

The main concern for nurses about this legislation is the possible lowering of standards of health care. Some laudable aspects of the legislation is the expressed desire to recruit non-traditional populations into health care careers, particularly in professions where there is a shortage.

C. Nursing Scholarships

It was reported that most scholarship legislation failed to move out of committee. The one exception was the County Award Bill, A.6935/S.2836, which added nurses as a category of potential recipient. The Governor signed this legislation into law.

The letter sent to Assemblyman Edward Sullivan (attached hereto) was reviewed. This letter outlines the Association's position on nursing scholarships.

IV. LEGISLATIVE UPDATE

A. School Health Nursing

At the May 17th meeting a report was given by Gail DeMarco, Associate Director of Nursing Practice and Services, about the school nurse issue. As a follow-up to that report, the Council was informed that the Clinical Practice Unit of School Nurses will be addressing the issues posed by the Council on Legislation. A memo to Gail DeMarco from Joyce Gould is attached outlining the issues.

It was further reported that a meeting was held over the summer with Assemblyman Hasper's staff, representatives of the School Nurses Association, Gail DeMarco and Joyce Gould. At the meeting a proposed legislative initiative was discussed.

B. Long Term Care

A memo has been sent to the Community Health Nursing Clinical Practice Unit and the Gerontological Clinical Practice Unit asking them to develop a resolution on long term care. However, the arrival of a new Associate Director for Nursing Practice and Services

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has delayed completion of this project. The Clinical Practice Units will probably develop a position statement, instead of a resolution, on long term care.

C. Third Party Reimbursement

The Chair discussed the need to create extensive networking for the coming year. Various nursing groups especially those most affected, for instance, nurse entrepreneurs, nurse-midwives, psychiatric nurses, nurse practitioners and nurse-anesthetists will be invited to work together toward achieving the goal of mandatory third party reimbursement. It was pointed out that NYSNA has long been at the forefront of the fight for third party reimbursement.

D. Podiatrist Bill

It was reported that during the last session of the legislature there was a bill to amend the Nurse Practice Act to add podiatrists with physicians and dentists.

The Chair reported having a meeting with interested parties, including podiatrists, nurse-anesthetists and nurse practitioners. Staff has prepared draft legislation to provide a one time all-inclusive change of the Nurse Practice Act. The draft legislation calls for regulatory language to specify which health care providers have authority to give orders to nurses.

The podiatrist were adamant about being listed in the Nurse Practice Act in order to gain the recognition they want.

V. NEW LAWS IN NEW YORK

A report of all laws of interest signed by Governor Cuomo was sent to all District Legislative Chairs on July 14, 1989. A copy is attached.

VI. BOARD OF DIRECTORS ACTION - JULY 27, 1989

A. Minority Focus Group

At the May 17th Council on Legislation meeting, the role of the Minority Focus Group was discussed. Dr. Juanita Hunter, speaking for the group, submitted a report to the NYSNA Board of Directors indicating the group's desire to continue its existence. The Board authorized two additional meetings of the Minority Focus Group in Fiscal Year 1989-1990.

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Staff reported on NYSNA actions to become involved in the Black and Puerto Rican Caucus Weekend. A memo outlining those actions is attached. The Council was urged to write to Senator David Peterson encouraging him to work with NYSNA.

The Minority Focus Group will be invited to the Council on Legislation's November meeting to promote communication between the two groups and plan for the Caucus Weekend in February 1990.

B. Nurse-Midwifery

Staff reported on the legislative initiative to remove midwifery from nursing. Administrative staff in Assemblyman Gottfried's office and Senator Farley's office were major factors in the movement of these bills through the legislative committee process. Neither bill (A.4074A/S.2794A) reached the Assembly or Senate floor.

One of the purposes of the bill was to obtain more autonomy for "midwives." The Association is in the process of building coalitions with other interest groups, The Medical Society of the State of New York, and the American College of Obstetricians and Gynecologists and interested nurse-midwives to resolve the shortage of nurse-midwives.

The NYSNA Board of Directors at their July 1989 meeting decided to pursue a legislative initiative to expand the scope of practice of nurse-midwives. Reference was made to the September 1989 issue of Report which features an article about the Board's action to recommend amending the Nurse Practice Act to provide nurse-midwives with prescriptive privileges.

VII. LEGISLATIVE PROGRAM FOR 1990

A. The Council reviewed the updated evaluation of the NYSNA Action Plan. The update is attached to the minutes.

B. Proposed 1990 Legislative Program

The proposed 1990 legislative agenda was reviewed and discussed at length. It was moved, seconded and unanimously approved to add a section on school age children's health needs as number 6 under Roman Numeral I, Letter A as a vulnerable population deserving special attention.

The amended proposed 1990 legislative program (attached) was moved, seconded and unanimously approved to be forwarded to the Board of Directors for its approval.

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A discussion followed regarding the part of the proposed legislative program that reads, "Advocate for access to a full range of reproductive services . . ." The discussion revolved around whether that language clearly spells out its intent. Several Council Members indicated that members of the voting body will probably discuss "pro-choice" and "pro-life" positions that differ from this statement. If the issue is not raised, the Council recommended that someone should point out what it means.

X. COMMUNICATION WITH DISTRICTS, MEMBERS, AND BOARD OF DIRECTORS

The staff outlined all communication activities that include:

- A. LegLine's weekly messages included in Council packet.
- B. LegPower column is now a regular feature in Report.
- C. All visits to CNPs and Districts were listed.
- D. Regular information letters are sent to District Legislative Chairperson. Regular phone contact with Legislative Committee Chairs is maintained.
- E. Copies of all Reports to Advisory Council and Board of Directors were included in the Council packet.

XI. NEW BUSINESS

A. Regents' Testimony

NYSNA President, Juanita Hunter, is presenting testimony to the New York State Board of Regents on September 8, 1989. A copy of that testimony was presented to the Council and is attached to these minutes.

B. Nurse Practitioner Law Implementation

Staff reported that implementation of the 1988 Nurse Practitioner Law, which became effective April 1, 1989, has been problematic. There are nurse practitioners who have been unable to satisfy State Education Department requirements. Late in June, a bill was introduced to grandfather all practicing nurse practitioners. Apparently a high percentage of Family Planning Advocates nurse practitioners had not met State Education Department requirements.

The bill passed the Assembly and is in the Senate Rules Committee. Staff is working with the State Education Department, Family Planning Advocates and

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the Coalition of Nurse Practitioners to develop alternative criteria, allowed by law, to enable more nurse practitioners to obtain state certification.

Another problem has developed for nurse practitioners regarding prescriptive privileges. The federal Drug Enforcement Agency (DEA) has been unable to grant nurse practitioners DEA numbers because the State Department of Health has refused to authorize DEA to assign the numbers to nurse practitioners. This permit number is required in order to prescribe controlled substances. The Department of Health and State Education Department have conflicting views on the question of nurse practitioner prescriptive rights.

Possible actions to resolve this problem include lobbying or law suits. Initial activities will be aimed at lobbying Department of Health officials and asking legislative leaders to intervene in resolving the problem.

C. Center for Women in Government Conference

A memorandum on the subject of the Center for Women in Government Nurses and Public Policy Conference was presented to the Council and is attached to these minutes.

The Center has developed a concept for a forum to enable nurses to increase their political power. Since such a program will take place in early March, NYSNA's annual legislative workshops and reception would be duplicative. NYSNA will be a cosponsor of the Center's Program. Is it possible to support two such major public policy programs for nurses?

Discussion followed on the level of visibility NYSNA can expect from the Center's program. The visibility is expected to be very high, with program planning and administration being part of NYSNA's contributions. In addition, NYSNA will provide program presenters.

Should NYSNA hold its own legislative reception or combine with the Center for Women in Government or do both? These questions were explored and discussed.

Further discussion continued on the question of holding a separate meeting/workshop with the Council on Legislation and District Legislative Committee Chairs.

A motion was made, seconded and approved to have the Council on Legislation focus only on the Center's program and not have a separate NYSNA sponsored legislative day/reception for 1990 only.

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Discussion followed on the topic of what should be done with budgeted funds for the 1990 legislative reception.

A motion was made, seconded and approved that a one-day workshop for District Legislative Committee Chairs be held early in 1990 and financed with funds budgeted for the 1990 legislative reception. This recommendation will be forwarded to Board of Directors for approval.

Discussion followed on what to do with any further unexpended funds for 1990 legislative reception.

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A motion was made, seconded, and approved that the Council on Legislation urges the NYSNA Board of Directors to approve the use of unexpended funds budgeted for the 1990 legislative reception to subsidize a portion of the cost for NYSNA members to attend the Center's conference.

D. Campaign for Healthy Children Agenda - 1990

The Council on Legislation was presented with a report on the Campaign which included a legislative program. A copy of the report is attached to these minutes.

A motion was made, seconded, and approved that the Council on Legislation recommend to the NYSNA Board of Directors that the Board approve the legislative program of the Campaign and to actively join in the Campaign activities.

E. Universal Health Insurance (UNY*CARE)

Staff briefly reported on the Department of Health's recently announced plan for universal health insurance coverage for all New Yorkers called UNY*CARE.

A motion was made, seconded and approved that called for the Council on Legislation to study the issue of universal health insurance and UNY*CARE and to develop a position paper on Universal Access to Health Care.

XIII. NEXT MEETING

The date for the next meeting is November 10, 1989, from 9:00 a.m. - 3:30 p.m.

IX. ADJOURNMENT

Motion was made, seconded and approved to adjourn the meeting at 3:30 p.m.

BTM/cjp
11/1/89
rev. 11/6/89 EJG

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Madeline A. Naegle, PhD, RN, FAAN
President



Martha L. Orr, MN, RN
Executive Director

NEW YORK STATE NURSES ASSOCIATION

2113 Western Avenue, Guilderland, New York 12084-9501
TEL. (518) 456-5371 FAX # (518) 456-0697

MEMORANDUM

DATE: February 20, 1990
TO: Minority Focus Group
FROM: Susan Fraley *SF/gu*
RE: Request from Council on Legislation

At its January 19, 1990 meeting, the Board of Directors asked the Council on Legislation to submit a report to the Board for consideration at its March Meeting regarding options for modifying the Council structure or for some other way to be visible and influential with the Black and Puerto Rican Legislators Caucus.

The Council will prepare a report to the Board outlining the organization options considered at the May 17, 1989 Council on Legislation and Minority Focus Group joint meeting. At that time, we jointly developed several options to promote effective relationships with minority legislators as part of an overall strategy to promote the Association's Legislative Program. The four options were:

- a. Continue the Minority Focus Group as a separate, identifiable unit.
- b. Designate one or more members of the Council on Legislation to be minority nurses.
- c. Create a sub-committee of the Council on Legislation which is composed of three members from the Minority Focus Group.
- d. Recommend that the Council on legislation assume responsibility for continuing the work started by the Minority Focus Group.

The Council is asking you to develop any additional options at your next meeting in March 1990. Please call me or New York State Nurses Association Legislative Program Staff if you wish to add any other options to the above four.

All options will be submitted to the Board of Directors for its consideration at its March 1990 meeting. Since the Board did not ask, the Council has no plans to recommend any specific option.

SF/cmm
LEG 04

Constituent of The American Nurses Association



Madeline A. Naegle, PhD, RN, FAAN
President



Martha L. Orr, MN, RN
Executive Director

NEW YORK STATE NURSES ASSOCIATION

2113 Western Avenue, Guilderland, New York 12084-9501
TEL. (518) 456-5371 FAX # (518) 456-0697

MEMORANDUM

DATE: February 16, 1990
TO: Members of Council on Legislation
FROM: Susan Fraley *SF/gu*
RE: Report to Board of Directors on Minority Focus Group

Enclosed for your review is a draft of a Report to the Board of Directors regarding options for modifying the Council structure or for some other way to be visible and influential with the Black and Puerto Rican Legislators Caucus.

This report was requested by the Board of Directors on January 19, 1990. The Board asked the Council to respond in time for consideration of this item at its March 1990 Meeting.

Please call me or Legislative Program Staff with any questions or comments.

All comments of approval and/or modification are needed by February 28, 1990 in order to forward this report to the Board as requested.

Also enclosed is a copy of a memo to Minority Focus Group members informing them of this report and requesting additional input.

SF/cmm
LEG 04

Constituent of The American Nurses Association



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Martha L. Orr, MN, RN
Executive Director



Constituent of The American
Nurses Association

NEW YORK STATE NURSES ASSOCIATION

2113 Western Avenue, Guilderland, New York 12084-9501

TEL. (518) 456-5371 FAX # (518) 456-0697

MEMORANDUM

TO: Council on Legislation
Minority Focus Group

FROM: E. Joyce Gould *EG*

DATE: September 7, 1989

RE: Black and Puerto Rican Legislative Conference 1990

Attached is a copy of the letter from Assemblywoman Geraldine Daniels we received on September 5, 1989.

Please write to Senator David Paterson, Room 413, Legislative Office Building, New York State Senate, Albany, NY 12247 to reinforce NYSNA's offer to be involved in the Conference Weekend.

It is no longer necessary to write to Assemblywoman Daniels as stated in the memo of August 31. However, it would be good public relations to write a brief note thanking her for her letter of August 30, 1989.

Attached is a copy of my letter to Senator Paterson.

/cjp
Attachments



THE NEW YORK STATE BLACK AND PUERTO RICAN LEGISLATIVE CAUCUS, INC.

PO. BOX 2528, EMPIRE PLAZA STATION
ALBANY, N.Y. 12220
(518) 455-5347

OFFICERS

Assemblyman, Albert Vann
Chair

Assemblyman Hector Diaz
First Vice Chair

Assemblywoman Barbara M. Clark
Second Vice Chair

Senator Velmanette Montgomery
Secretary

Assemblyman David Gantt
Treasurer

Assemblyman Arthur O. Eve
Chaplain

August 30, 1989

E. Joyce Gould, MSN, RN
Director
Legislative Program
New York State Nurses Association
2113 Western Avenue
Guilderland, N.Y. 12084

Dear Ms. Gould:

I am in receipt of your letter of July 31st regarding participation in "Caucus Weekend '90". Your expert participation is most welcomed.

Your topics of interest are well suited to our audience. However, may I suggest that you further expand upon your AIDS presentation. Aids in the minority community is ever increasing. Due to socio-economic barriers, many minority people do not have equitable access to quality care. A comprehensive examination of this killer disease which will follow us into the 21st Century will be most beneficial to our conference.

Further, a booth detailing the nursing profession in our career/business exposition would be most appropriate. I would also hope that you would be able to provide information on scholarships and financial aid.

Senator Paterson is the Workshop Chairman for "Caucus Weekend '90". I am forwarding your correspondence to Senator Paterson's office and I would like you to contact Senator Paterson's office directly.

Your enthusiasm for our Caucus Weekend will greatly contribute to a most successful weekend. My colleagues and I look forward to meeting you personally.

Sincerely,

Geraldine L. Daniels
Geraldine L. Daniels,
Chairwoman, "Weekend '90"

cc: Senator Paterson
Assemblyman Al Vann
Assemblyman Hector Diaz

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Martha L. Orr, MN, RN
Executive Director



Constituent of The American
Nurses Association

NEW YORK STATE NURSES ASSOCIATION

2113 Western Avenue, Guilderland, New York 12084-9501

TEL. (518) 456-5371

FAX # (518) 456-0697

September 7, 1989

The Honorable David Paterson
Room 413 Legislative Office Building
New York State Senate
Albany, NY 12247

Dear Senator Paterson:

Assembly woman Geraldine Daniels indicated in an August 30, 1989 letter to me that you are the Workshop Chairman for "Caucus Weekend '90." Members of the Minority Focus Group of the New York State Nurses Association are eager to become involved in the Black and Puerto Rican Legislators Conference Weekend.

We would be glad to present a workshop on AIDS. NYSNA can plan the entire program on AIDS or participate as part of a panel presentation. Our members have expertise in AIDS prevention and AIDS treatment at home and in the hospital. We can design a program to meet the needs of your members.

We would be glad to provide a booth with information about nursing as a career choice including educational opportunities and financial aid. We can also provide some free health assessment profiles for conference participants. This type of booth has been very successful at the New York State Fair.

Please direct us about how to proceed in the process of planning for "Caucus Weekend '90." NYSNA looks forward to strengthening nursing presence at this outstanding annual event.

Sincerely,

E. Joyce Gould MSN, RN

E. Joyce Gould, MSN, RN
Director
Legislative Program

EJG/cjp

c: Assemblywoman Geraldine Daniels
Assemblyman Albert Vann
Assemblyman Hector Diaz



Martha L. Orr, MN, RN
Executive Director



Constituent of The American
Nurses Association

NEW YORK STATE NURSES ASSOCIATION

2113 Western Avenue, Guilderland, New York 12084-9501

TEL. (518) 456-5371

FAX # (518) 456-0697

September 7, 1989

The Honorable Geraldine L. Daniels
Room 741
Legislative Office Building
New York State Assembly
Albany, NY 12248

Dear Assemblywoman Daniels:

Thank you for your letter of August 30, 1989. A copy of my letter to Senator Paterson reaffirming the interest of our Minority Focus Group and offering to participate in "Caucus Weekend '90" is enclosed.

I know the Caucus Weekend will be another outstanding event.

Sincerely,

E. Joyce Gould, MSN, RN

E. Joyce Gould, MSN, RN
Director
Legislative Program

EJG/cjp
Enc.



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Sigma Theta Tau, Inc.

INTERNATIONAL HONOR SOCIETY OF NURSING

GAMMA KAPPA CHAPTER
SCHOOL OF NURSING, SUNYAB
MAIN STREET CAMPUS, BUFFALO, NY 14214

VOLUME VI, No. 17 _____ DECEMBER 1986

EDITORS: Linda Janelli
Rosemarie Marasco

PRESIDENT'S MESSAGE

Dear Members of Sigma Theta Tau,

The holiday season is here, 1986 is nearly over, and we are still hoping to see more of you! Thirty-two people attended our reception in October--it was a good group and a great chance to renew old acquaintances and do some networking. I am always amazed at the exciting things our members are doing--and it is at gatherings like this that we have the chance to learn and share.

The Regional Assembly for Region 5 (our region) which includes 35 chapters of Sigma Theta Tau from Main through New York, will be held on April 10-11, 1987 in Hartford, Connecticut. The theme is "Patterns of Success in Nursing: On Becoming Culture Builders." Vernice Ferguson, President of Sigma Theta Tau International, will be the keynote speaker. A leadership development session will be held, open to all Sigma Theta Tau members. Other topics include "Nursing Research Dissemination and Utilization," "Building a Culture of Collegiality," and "Shaping the Future." If you are interested in attending this conference, please contact one of the officers. Perhaps we can drive to Hartford in a group and share hotel rooms, to be more cost effective.

Sigma Theta Tau is sponsoring a summer Research Congress in Edinburgh, Scotland on July 29-30, 1987. The theme is "Clinical Excellence in Nursing: International Networking." There are several

interesting study tours available before and after the Congress. If you would like more information, contact one of the officers.

This newsletter will keep you informed of the late winter - spring 1987 programs of Gamma Kappa Chapter. Hope to see you at some of them.

HAPPY HOLIDAYS!!

Sue Ames, President

**** FUND RAISER ****

You will be receiving an announcement for a fund raising effort very soon. Please watch for it and support your chapter in its efforts. Who knows, you may be the lucky individual.

**** SAVE THIS DATE ****

There will be no Gamma Kappa Meetings in December. The next meeting will take place:

January 15, 1987 (Thursday)
4:30 P.M.
Faculty Lounge

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CONTINUING EDUCATION PROGRAMS

- Protocol Writing for Nurse Practitioners
Date & Time: March 25, 1987
8:00 AM - 4:30 PM
Cost: \$40.00
CEU's provided
- Current Trends of Clinical Pharmacology in Nursing
Date & Time: May 6, 1987
8:30 AM - 4:30 PM
Cost: \$40.00
CEU's provided

For additional information contact:

Marietta Stanton, Ph.D., R.N.
University at Buffalo
(716) 831-3291

- Current Trends in Critical Care
Date & Time: April 2, 1987
9:00 AM - 4:30 PM
Place: Sheraton Inn
CEU's provided
Sponsored by: Niagara University
Office of Continuing Study
College of Nursing and the
American Association of
Critical Care Nurses

For additional information contact:

Virginia Anton
285-1212, Ext. 555

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NOTICE OF RESEARCH FUNDS AVAILABLE

Please think about your research ideas as you enjoy the holidays. The next deadline for submission of application for awards will be April 1, 1987. Meanwhile, if you have questions or wish assistance with preparation of a proposal, please contact:

Dr. Brenda Haughey
Chairperson, Grants and Awards Committee
State University of New York at Buffalo
920 Kimball Tower
Buffalo, NY 14214
(Tel: 931-3701)

Ambulatory Surgery and Postanesthesia Care

Submitted by Linda Janelli

The weather on November 20, 1986 was frightful, but the company, and dinner was delightful. Thirty members of Gamma Kappa Chapter gathered at the Center for Tomorrow for a dinner program. The guest speaker was Amy Troy, M.S., CRNA, who is a nurse anesthetist from Sister's Hospital.

Amy stated that even 80 years ago there were ambulatory care centers, but in the early 50's they became more popular as the concept on wellness and ambulation were developed. There are four models of ambulatory surgery which include (1) intergrated model, (2) separated model, (3) satellite model, and (4) freestanding model. Blue Cross/Blue Shield projects 30% to 50% of costs of certain procedures can be saved through the ambulatory approach to surgery.

Troy went on to say that 25% of all surgery in 1986 were performed on an ambulatory basis. By 1990 it is projected that the number will be 50%. According

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focus

Ambulatory Surgery and Postanesthesia Care - Con't

to Troy the successful ambulatory surgical program must provide: (1) stringent selection and assessment criteria, (2) thorough preoperative instruction, (3) appropriate anesthesia management, (4) comprehensive postanesthesia recovery, and (5) complete discharge teaching and follow-up with telephone call the next day.

In an ambulatory setting, patients are not recovering so much from the surgery as from the anesthesia therefore nurses need to be prepared for medical emergencies. An ambulatory setting should have a ventilator available and a crash cart-- periodic simulated codes would be advisable. Along with allergic reactions to medications malignant hyperthermia can be a side effect to anesthesia. Malignant hyperthermia is rapidly progressive and fatal in 25% of the cases, but rare in patients over the age of 30. Symptoms of malignant hyperthermia include: cardiac dysrhythmia, unexplained tachycardia, changes in skin color, acidosis and tachypnea. Troy advised the best method of avoiding legal risks is documentation.

REHABILITATION NURSING

The rehabilitation nursing track of the Adult Health Nursing Program, Department of Graduate Nurse Education, SUNYAB has received funding for the second year from the U.S. Department of Education. The purpose of the grant award is to assist faculty in enriching and expanding the courses and clinical practicums in rehabilitation nursing, evaluating the curriculum preparing nurses at the master's level in rehabilitation nursing, and increasing the number of nurses with advanced education in rehabilitation nursing. Two elective courses entitled "Costs of

REHABILITATION NURSING - Continued

Rehabilitation" and "Interdisciplinary Functional Assessment" have been developed as a result of this grant. The monies also allow us to hire part-time clinical instructors and a part-time secretary and to award stipends and full tuition to three full-time, matriculated graduate students opting the clinical specialty track in rehabilitation nursing. For further information and applications for graduate study, contact:

Dr. Sharon S. Dittmar
918 Stockton Kimball Tower
School of Nursing
State University of New York at Buffalo
Buffalo, New York 14214
Telephone: 831-3323

Minority Representation in Nursing

by Wilma G. Watts

When the total registered nurse population is examined in terms of racial/ethnic composition, some important facts are notable. Although, in 1980, minorities constituted more than 13% of the total U.S. population, the proportion of non-white registered nurses was only 7.2% - 3.7% Black, 2.0% Asian, 1.3% Hispanic and 0.3% American Indian/Alaskan Native (ANA, 1985).

While actual numbers of minority students admitted to nursing programs have increased since 1978, the percentage of minority admissions relative

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Minority Representation in Nursing - Continued

to total admissions has declined from 13.4% in 1981 to 11.8% in 1984 (Vaughn, 1982; NLN, 1986). The actual numbers of minority graduations have also shown increments but relative to the total numbers of graduations, there has been no gain. In 1975, minorities represented 8.4% of the total graduations from nursing programs; in 1984, the percentage was 8.3%.

When one examines the data relative to minority representation in baccalaureate nursing programs, an uneven picture emerges. In 1981, minorities constituted 16.5% of the total number of baccalaureate admissions, a 4.2% increase over 1978. However, in 1984, the percentage decreased to 13.9%. One finds a somewhat more favorable picture relative to minority graduations from baccalaureate programs. The percent of graduations has risen from 7.2% in 1979 to 11.0% in 1984. Lest this finding be interpreted too optimistically, it should be noted that the number of minority baccalaureate admissions still far exceeds graduations indicating that problems with retention persist. In each year surveyed the total number of minority admissions to baccalaureate programs was more than double the number of minority graduations. The disparity between admission and graduation figures is much greater for minority than for non-minority baccalaureate students. For example in 1984, the percentage of graduations of minority students from baccalaureate programs relative to admissions was only 47.8% whereas the same statistic for non-minority students was 62.2%. The difference between the two groups, however, appears to be narrowing.

The underrepresentation of minority nurses in general and of minority baccalaureate nurses in particular is especially unfortunate since minority

Minority Representation in Nursing - Continued

nurses have characteristics that make them very effective health care providers. For example, they have higher labor force participation than non-minority nurses (Slan, 1975). Also, Black nurses are more willing to work in inner city areas than White nurses (DDHS, 1982). Nurses who already live in underserved areas such as inner cities are more likely to remain than those who are attracted for a limited period of service (Feldbaum, 1980). For these reasons, it is not surprising that the Institute of Medicine Study, Nursing and Nursing Education: Public Policies and Private Actions (1983) notes that increasing educational opportunities for minority nurses is a very sound investment.

Nursing leaders have not been unmindful of this situation and have taken positions indicative of their concern. In 1979, the National League for Nursing issued an official statement entitled, "Nursing's Responsibility to Minorities and Disadvantaged Groups" (NLN, 1979). It directed that vigorous steps be taken to provide active recruitment and career-information programs for minorities, to promote adequate financial assistance and to offer educational support, counseling and socialization services to these groups. One year later, the National Black Nurses' Association, Inc., noted, with much concern, the absence of educational plans which support and encourage registered nurses to secure baccalaureate degrees in order to maintain and increase the numbers of Black nurses in leadership positions (NBNA, 1980). In August 1985, the Association reaffirmed its support of excellence in nursing education and asserted again its belief in advanced educational preparation for Black nurses (NBNA News, 1986).

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Minority Representation in Nursing - Continued

Federal programs funded as a result of the passage of the Nurse Training Act of 1964 (NTA) have also facilitated the entry of minorities into the nursing workforce. While programs were targeted to a broader population of individuals from educationally and/or economically disadvantaged backgrounds, many minorities were assisted since they often met these criteria. The number of Blacks enrolled in Schools of Nursing increased significantly from figures prior to NTA support.

State nurses associations are also publicly encouraging increases in minority representation. In December, 1985, ethnic/minority issues and concerns related to New York State Nurses' Association's Entry Into Practice Proposal were discussed at an invitational program. This meeting will serve as a basis for an action plan to facilitate entry of minorities to professional ranks.

It is clear from information currently available that the problem of minority underrepresentation in the nursing labor force still exists and that constructive actions are needed to address barriers to educational access and retention. Worthwhile approaches to increase the number of minority applicants include: 1) active recruitment in high schools and community colleges, 2) close collaboration with academic advisors, 3) establishment of a network of community liaisons, and 4) development of admission incentives. Retention activities relate to three major areas of assistance: supportive, academic, and financial (Scheinfeldt and Palmer, 1970; Smith, G., et al., 1981; Watts, 1984; Varkely and Applewhite-Tozann, 1985). The SUNY/Buffalo School of Nursing has submitted a nursing special project grant application for a minority nurse

Minority Representation in Nursing - Continued

recruitment and retention program containing many of these recommendations to the Department of Health and Human Services.

Increasing the number of minority nurses prepared at the baccalaureate level will have a direct impact on health care especially for minority consumers. Minorities are an underserved population in terms of access to health care. Higher levels of morbidity and mortality exist among minorities than the dominant groups. It is imperative therefore, that larger numbers of minority nurses be serving these populations since they would be in a special position, by virtue of their own minority group membership, to increase awareness and understanding of the needs and concerns of minority health consumers.

(References for this article and/or further information may be obtained from the author-Wilma G. Watts)

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 ** The old year dies and we face the new year as
 ** though it were an entity, new as a newborn babe. A
 ** new calendar with twelve leaves, one for each month.
 ** Something in us, some need for the specific, the orderly,
 ** the mathematical exactitude, calls for such a demarcation.
 ** Yet any year, regardless of arbitrary time, is like a
 ** circle; you can start at any point upon it and, follow-
 ** ing the circle, you come back to that point. Our
 ** year, our circle, happens to be a cycle of the
 ** seasons, planting, growing, reaping, resting; and thus
 ** it is a part of the earth, the soil and the flowing
 ** waters as well as of the stars by which it is gauged.

 ** No year stands by itself, any more than any day
 ** stands alone. There is the continuity of all the
 ** years in the trees, the grass, even in the stones on
 ** the hilltops. Even in man. For time flows like
 ** water, eroding and building, shaping and ever flowing;
 ** and time is a part of us, not only our years, as we
 ** speak of them, but our lives, our thoughts. All
 ** our yesterdays are summarized in our now, and all the
 ** tomorrows are ours to shape.

 ** No year is complete. Even the seasons into
 ** which we divide the years overlap the arbitrary
 ** markers. Winter ends one year and begins the
 ** next, and the growth of each spring is from the root
 ** and seed of the past. It is the continuity that
 ** matters, the inevitability of tomorrow, which gives
 ** meaning to the numbers themselves. Ten or a hundred
 ** has no meaning without the continuity of numbers
 ** behind it, other numbers beyond. Tomorrow implies a
 ** now and a yesterday. And year's end is neither an
 ** end nor a beginning but a going on, with all the
 ** wisdom that experience can instill in us.
 ** ("The Tommorows") from SUNDIAL OF THE SEASON by
 ** Hal Borland.

The Nominating Committee of Gamma Kappa is in the process of preparing the slate for the annual election of officers. If you wish to nominate an individual who meets the requirements set forth in our by-laws for a particular office, please complete the form below and mail it to:

Cathleen R. Wright
4163 Bain Parkway
Blasdeli, New York 14219

All nominations must be received by January 15, 1987.

OFFICE	CANDIDATE NOMINATION
PRESIDENT-ELECT	_____
SECRETARY	_____
FACULTY ADVISOR	_____
ELIGIBILITY AND MEMBERSHIP COMMITTEE	_____
NOMINATING COMMITTEE	_____
TEN YEAR PLAN COMMITTEE CHAIRPERSON	_____
PUBLICITY COMMITTEE CHAIRPERSON	_____
PROGRAM COMMITTEE CHAIRPERSON	_____
RESEARCH AND AWARDS COMMITTEE CHAIRPERSON	_____
NOMINATED BY:	_____

PLEASE PRINT AND RETURN BY JANUARY 15, 1987. THANK YOU FOR YOUR SUPPORT.

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TREASURER'S REPORT

Checking Account

Balance 8/21/86		\$ 544.26
Deposits - None		\$ 544.26

Disbursements

Bank Service Charge	\$ 5.80	
Postage/Newsletters	43.24	
October Reception	85.25	
International Life Memberships	40.00	
Auditor	25.00	
	\$ 199.29	199.29

<u>Checking Account Balance</u>	\$ 344.97	\$ 344.97
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Investor's Choice Account

Balance 7/31/86		\$3501.10
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Deposits

Interest	\$ 52.91	
Renewal fees	2420.50	
Subtotal	\$2473.41	\$2473.41
		\$5974.51

Disbursements

New Checks	\$ 7.20	
Annual Chapter Fee	100.00	
Subtotal	\$ 107.20	
Less Disbursements		107.20

<u>Investor's Choice Balance</u>	\$5867.31	\$5867.31
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<u>Total Funds on Hand</u>		\$6212.28
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Christine D. Hatem

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JRH

Dec 9-82

Set 86-Resolutions to Voting Body

Set 86-mtg to a few people 12 participants

Feb 86 Letter to A. E. M. M. Budget

mtg Feb 2/87 to a few people did not keep

Letter sent to Assemblyman by several members

THE NEW YORK STATE NURSES ASSOCIATION

Meeting of the Minority Focus Group

March 10, 1988

9:00 a.m. - 3:00 p.m.

at

The Veronica M. Driscoll Center For Nursing
Guilderland, New York

MINUTES

Attendance:

Present: Juanita Hunter, President NYSNA, presiding
Harriet Brathwaite
Georgia Burnette
Miriam Gonzalez
Wanda Hackney
Maggie Jacobs
Delores Long
Kattie Washington
Lolita Compas

Absent: Pearl Skeete-Bailey
Daphne Nelson
Dorothy Ramsey
Kathleen Sward

Staff: Janet P. Mance

I. CALL TO ORDER AND REVIEW OF ATTENDANCE

Dr. Hunter called the meeting to order at 9:15 a.m.
Dr. Hunter reviewed the attendance noting that Dr. Sward
was absent due to the recent death of her husband and
that Dr. Bailey had a teaching commitment. Dr. Hunter
will telephone Dr. Ramsey and Ms. Nelson.

II. REVIEW OF MINUTES OF MEETING HELD JANUARY 12, 1988

Two corrections were made to the minutes. On page
2, Item IV was corrected to read "Dr. Hunter shared Dr.
Bailey's comment made in a telephone conversation that
the "change to the LPN title came as a bombshell..."
On page 4, Item VI, C, the word work was corrected to
word.

The minutes were approved as corrected.

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III. DR. HUNTER ASKED CONSENSUS TO MOVE ITEM IV OF THE AGENDA TO III.

A) Up-coming meeting with Black and Puerto Rican Caucus.

Dr. Hunter referred the group to the March 4, 1988 letter to Carol White, Executive Director, in which a meeting was requested with the Black and Puerto Rican Caucus. The group reacted to the two suggested dates proposed for the meeting in the letter. They felt the Caucus would be heavily involved in the final stages of the state budget negotiations on March 29 and that the April 19 was in conflict with the State Presidential Primary. Dr. Hunter requested staff to call Ms. White about more acceptable meeting dates.

The group then planned the agenda for the up-coming meeting, considering purpose, content and approach. Dr. Hunter stated that, in her opinion, The Focus Group must demonstrate to the Caucus that The Focus Group has something to say that the Caucus wants to hear. The group agreed on the following three actions to be accomplished in preparation for the meeting:

1. Make personal appeals to individual Caucus members to attend the meeting.
2. Send materials in advance of the meeting day to give Caucus members time to read them.
3. Have appointments with individual members of the Caucus early on the meeting day and deliver handouts.

The group at this point discussed the nursing shortage in general and specifically its impact on minorities. Ms. Jacobs asked that NYSNA pursue legislative means to increase nurse's salaries. She noted that state funds have been allocated to improve teachers salaries and that mechanism should be explored. The group concurred that:

1. The nursing shortage has particular impact on minority clients.
2. That minority nurses work in large numbers in the poorest hospital and, therefore, are greatly affected by the shortage.

These points must be included in the presentation made to the Caucus.

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B) Position statement of Detroit Black Nurses Association re: Entry Into Practice

Dr. Hunter called the group's attention to the October 1987 Michigan Nurse Newsletter which includes the Detroit Black Nurses Association statement in support of Entry Into Practice. Dr. Hunter will write a congratulatory letter to the Detroit Black Nurses Association.

C) Letter from ADN Educator about minority access to Nursing Education.

Dr. Hunter referred the group to a letter to Assemblyman Nadler from the Department Head for Nursing at Dutchess Community College. The letter states that the Entry Into Practice Bill "will decrease education access to registered nursing by minority populations." Dr. Hunter will respond to the author of the letter.

IV. REVISION OF MINORITY FOCUS GROUP ENTRY INTO PRACTICE POSITION STATEMENT (ITEM III ON THE AGENDA)

Dr. Hunter guided the Group in review and revision of the draft 1988 statement paragraph by paragraph emphasizing the following points:

1. Increased minority participation in all aspects of professional nursing is essential in meeting the health care needs of minority populations.
2. Standardization of nursing education will increase career opportunities for minorities.

A second draft will be prepared including input from the meeting participants and then circulated to all Focus Group members for their review and comment.

V. REVIEW OF PENDING SCHOLARSHIPS/LOANS LEGISLATION FOR NURSING EDUCATION

Dr. Hunter asked the Group to comment on the substance of the several pending scholarship/loan bills working from a summary in their folders. Except for the proposed increases in the Health Service Corps Program, members agreed that the monies proposed for individual students was inadequate and that the paybacks were excessive. Staff is seeking input from other NYSNA organizational units and will carry the comments back to the bill sponsors.

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VI. RECOMMENDATIONS FOR ACTION

1. The position paper will be re-written and recirculated to group members. It must be ready for the meeting with the Black and Puerto Rican Caucus. The position paper is to be disseminated to the membership possibly through Report, Statewide and City Nurse News. A Letter will be sent to the Council on Legislation to apprise the Council of the document and seek additional suggestions for distribution and use.
2. Members of the Minority Focus Group will write to individual members of the Black and Puerto Rican Caucus to request their attendance at the upcoming meeting.
3. Materials will be prepared for distribution to the Black and Puerto Rican Caucus. Ideas for selections of materials included the following:
 - A) Historical data on the need for upgrading nursing education (origins of National Black Nurses Association).
 - B) Utilize affirmative action data from the State Health Department.
 - C) Obtain and organize basic information such as number of nurses in NYS, tuition costs of LPN schools as compared to ADN and BSN schools, number of minorities in NYS, number of minorities in all schools of nursing.
 - D) Prepare cover letter to Caucus members to go with advance materials.
 - E) Use Statement of Detroit Black Nurses Association.
 - F) Use newspaper ads that demonstrate need and preference for baccalaureate nurses.
 - G) Use recent NY Times article and Time Magazine article.
 - H) Prepare position paper on scholarship need.

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VII. DATE OF NEXT MEETING

The next meeting will be held in conjunction with the meeting with the Black and Puerto Rican Caucus.

VIII. ADJOURNMENT

The meeting was adjourned at 3:00 p.m.

Juanita Hunter, Chairman
Juanita Hunter, Chairman

JH:JPM/dah
5/10/88

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THE NEW YORK STATE NURSES ASSOCIATION
RESOLUTION ON MINORITY RECRUITMENT INTO NURSING

- WHEREAS, minorities continue to be underrepresented in professional nursing;
- WHEREAS, minority students in grade schools and secondary schools are frequently directed into non-academic vocations;
- WHEREAS, career counselors are generally ill-informed about nursing as a career;
- WHEREAS, the nursing profession will be enriched through increased cultural diversity of its practitioners;
- WHEREAS, the NYSNA entry into practice legislation will establish two distinct academic preparations for nursing, technical and professional;
- WHEREAS, the NYSNA entry into practice legislation will allow for greater career mobility than the current system of nursing education: Therefore be it
- RESOLVED, that the New York State Nurses Association develop a strategic plan for the active recruitment of minorities into nursing, and be it further
- RESOLVED, that the plan include familiarizing guidance counselors with correct information about the nursing profession, and be it further
- RESOLVED, that the plan include various ways to reach grade school and secondary school minority students for recruitment purposes.

10/86

THE NEW YORK STATE NURSES ASSOCIATION
RESOLUTION ON MINORITY ENROLLMENT IN SCHOOLS OF NURSING

- WHEREAS, minorities continue to be underrepresented in the health professions;
- WHEREAS, equal access to higher education for all citizens is a fundamental belief of NYSNA;
- WHEREAS, an increasing minority population in the United States will demand an increased number of nurses well-versed in health care needs of culturally diverse populations.
- WHEREAS, the NYSNA has requested the National League for Nursing to require the inclusion of content on cultural diversity as an accreditation criterion for schools of nursing;
- WHEREAS, the NYSNA is directed by its Action Plan to enhance the recruitment and retention of educationally disadvantaged students into baccalaureate and higher degree nursing education;
- WHEREAS, the NYSNA Council on Human Rights has worked extensively on strategies to assist disadvantaged and minority students in nursing;
- WHEREAS, the NYSNA Entry Into Practice Legislation offers two legitimate academic options for entry into nursing practice;
- WHEREAS, opponents of NYSNA's Entry Into Practice Legislation base their objections on the premise that the legislation will limit minority access into schools of professional nursing: Therefore be it
- RESOLVED, that the New York State Nurses Association move with dispatch in establishing target guidelines for minority enrollments in associate and baccalaureate programs in nursing based on actual regional population ratios.

10/86

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THE NEW YORK STATE NURSES ASSOCIATION
MEETING OF THE MINORITY FOCUS GROUP
April 28, 1987

Agenda

9-11:30 Review of position of the National Black Nurses Association and development of the Minority Focus Group position statement on Entry Into Practice

435
944
Send letter
650

1:00 Meet with John Latham, Consul to Assemblywoman Arlam Clayton Powell
Geraldine Daniels supports Ex-empt Clause
Leatham
1. Sent Resolutions 2. sink

1:30 Meet with Assemblywoman Cynthia Jenkins Queens - former librarian
+ on both Bills - see influence E. at his G. Ave., R. Thru. member of Higher Ed Committee
entry and exempt

730

2:00 Meet with Norman McConney, Executive Director,
Office of Deputy Speaker Arthur Eve

441

Roger Hyun - Chairperson Black & Puerto Rican Caucus

619

4:00 Meet with Assemblywoman Helen Marshall - D Queens

Meet in Hearing Room C Following Last Appointment

715
5-30

Higher Education Committee

* E.C. Sullivan - make app't.

117 C. Jenkins recommended we
ask to see you

* List of Black
R. Hyun
letter - ask if they will
invite someone

majority
2 allan - may be health
speaker
Chairperson

May 13 - get letter to them
before retreat

DRAFT for
JH TO
approve

THE NEW YORK STATE NURSES ASSOCIATION
Meeting of the Minority Focus Group
January 12, 1988
11:00 a.m. - 4:00 p.m.

at

The Veronica M. Driscoll Center For Nursing
Guilderland, New York

MINUTES

Attendance:

Present: Juanita Hunter, President NYSNA, presiding
Georgia Burnette
Miriam Gonzalez
Wanda Hackney
Maggie Jacobs
Delores Long
Kathleen Sward
Kattie Washington

Absent: Pearl Skeete-Bailey
Harriet Brathwaite
Daphne Nelson
Dorothy Ramsey
Lolita Compas

Staff: Elizabeth Carter
Janet P. Mance

I. CALL TO ORDER AND INTRODUCTIONS

Dr. Hunter called the meeting to order at 11:00 a.m. and welcomed the participants. She asked those attending to introduce themselves.

II. REVIEW OF MINUTES OF MEETING HELD APRIL 28, 1987

The minutes were approved as circulated.

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III. REVIEW PURPOSE AND EFFECTIVENESS OF MINORITY FOCUS GROUP

Dr. Hunter opened the discussion by referring the group to a letter written by Georgia Burnette to Dr. Hunter on May 6, 1987. The letter came about following a conversation between Ms. Burnette and Norman McConney, aide to Assemblyman Eve. Mr. McConney told Ms. Burnette that NYSNA must work with educators in schools to improve the opportunities for minorities.

The following points relating to purpose and effectiveness were made by the group:

1. Organized nursing lacks clout probably due to lack of political activity and financial contributions.
2. NYSNA (including the Minority Focus Group) needs to address other issues besides Entry. Effectiveness is restricted when there is a single issue (tunnel vision).
3. NYSNA (including the Minority Focus Group) needs to move in a more focused manner with the understanding that the political process is long term.
4. The Minority Focus Group must decide whether its purpose and greater effectiveness is in policy making or working as footsoldiers.
5. ADN to BSN must be made easier through improved articulation between programs.
6. Nurses in general do not realize the benefits of a BSN education. This is perpetuated by the multiple preparations for the RN Licensing Exam, the lack of salary differentiation based on educational preparation, and inconsistency among employers requiring BSN preparation for promotion and advancement.

IV. REVIEW OF 1988 LEGISLATIVE PROGRAM

Dr. Hunter opened the discussion by relating to the group that the Board of Directors did express concern about the 1988 Legislative Program as they considered and approved the program. Dr. Hunter related the Board's request for a workplan to carry out the program. She asked staff to distribute the workplan to the group and to describe the progress to date. Dr. Hunter shared Dr. Bailey's comment to her that the "change to the LPN title came as a bombshell" and that in her opinion the argument used to

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promote the Entry bill that the future ADN will be a new nurse prepared in a different way was not longer valid. Dr. Bailey requested that a clear explanation be prepared on the rationale for the switch including how the LPN title will help obtain support for the Entry bill.

The group concluded that the Minority Focus Group should include in its mission the education of nurses about the purpose of the Entry bill; that grandfathering is an important aspect of the bill and is different from waiving; and should work to generate support from non-nursing groups.

V. MINORITY FOCUS GROUP POSITION PAPER ON ENTRY INTO PRACTICE

The Group reviewed the position paper and asked what the distribution of the paper has been. Staff reported that the paper has been distributed to those legislators who have responsibility for initial action on the bill in the legislature or have particular interest in the bill. The Group concurred that the paper should be re-written. It was suggested that the paper refer to the future ADN as the technical nurse rather than the associate nurse and that the paper address other current issues. The Group asked that the paper be printed on NYSNA letterhead and include the names of the members of the Minority Focus Group. The Group also recommended broader distribution of the paper and routine use in presentations made by the staff on the Entry bill.

Have received under distribution and more

Staff will draft a re-write to be reviewed by Dr. Hunter and Ms. Washington on February 1.

VI. FUTURE GOALS AND ACTIVITIES

The Group identified three goals (with related activities) for 1988.

A. Promote the existence of the Group and its support of Entry.

1. Update and disseminate position paper.
2. Have REPORT carry article on the Group.
3. Establish a system for ongoing dialogue with the Council on Legislation.

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B. Get the message re: Entry to "grass root" nurses.

1. Assist in educating nurses about how to lobby.
2. Meet with nurses at their place of work or their sites of interest (hospitals, churches, etc.)
3. Keep the message simple, e.g. the need to standardize nursing education.

C. Influence Legislators.

1. Make the legislator/union connection.
2. Focus on non-minority legislators.
3. Spread the work among the Black and Puerto Rican Caucus (meet with Assemblyman Roger Green as early as possible and ask to meet with entire Caucus).

VII. RECOMMENDATIONS FOR NEW CHAIRPERSON

Dr. Hunter asked for recommendations for chairperson that could be forwarded to the Board of Directors. None were forthcoming. Dr. Hunter said the Board would make the appointment at its next meeting.

VIII. DATE OF NEXT MEETING

The next meeting will be held on March 10, 1988. The issue of the time of the meeting arose and Dr. Hunter requested staff to poll the Group to determine a preference for 9 a.m. - 3 p.m. or 11 a.m. - 3 p.m.

IX. ADJOURNMENT

The meeting was adjourned at 3:30 p.m.

Juanita Hunter, Chairman

JH:JPM/cl
1/19/88

THE NEW YORK STATE NURSES ASSOCIATION

MINORITY FOCUS GROUP

ENTRY INTO PRACTICE POSITION STATEMENT

The need for qualified professional nurses has increased steadily over the last several years to a crisis level. This increased need has resulted in part from advances in health care science and technology, the rising population of the elderly, the increase of chronic illness and the increased acuity of hospitalized clients. The results of these changes have been an increased demand for highly educated nurses prepared to provide comprehensive, complex nursing care in hospitals, long term care facilities and the community.

Retention and recruitment efforts to meet the need for professional personnel have thus far focused on seeking additional financial aid for nursing education, salary enhancement and improved working conditions. At the same time, the current shortage of nurses has been exacerbated by the decline in the number and quality of college bound students, new career opportunities for qualified students and the negative image of nursing. The United States Department of Health and Human Services has predicted a nationwide shortfall of 600,000 baccalaureate and master's prepared nurses by the year 2000.

As a group of ethnic minority nurses we actively seek to increase ethnic minority participation in professional nursing. The increase of minority nurses in all aspects of nursing can enhance health care in this state and especially for minority populations. We are particularly concerned about the disproportionate number of ethnic minorities who are guided into non-academic health careers. This situation reinforces the myth that "minorities lack the ability to achieve academically." The multiple levels of entry into nursing education promotes and maintains most minorities in low-level, dead-end careers. This in and of itself is a discriminatory and self-defeating practice.

Individuals do not select nursing as a career because it is viewed as providing minimal advancement potential and economic rewards. If nursing is to be promoted as a desirable career for minorities, certain changes must be made. First, financial aid must be made available in amounts that will allow pursuit of a professional degree. In addition, nursing must offer upward mobility and advancement potential, commensurate financial rewards and public recognition. Passage of the Entry Into Practice Legislation will be a major step to achieve these stated goals.

In the present system, those registered professional nurses who are diploma and ADN graduates must continue their education in baccalaureate programs in order to assure upward mobility. Career mobility is virtually non-existent for many LPNs who do not receive academic credits or credentials for a completed course of study.

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We strongly support the proposed New York State legislation which would require a baccalaureate degree for professional nursing practice and an associate degree for technical nursing practice. Contrary to the belief that the bill would limit minority access into nursing, the bill will actually provide two distinct career paths. Within this system minority students would be able to establish clear career goals. The resulting technical and professional nurse careers would be marketable and would offer greater potential for career mobility.

The New York State Nurses Association's Entry proposal includes a grandfather provision which would protect all nurses currently licensed. The grandfather provision ensures that all nurses holding a license as an RN or LPN prior to enactment of the legislation will continue to be licensed as RN or LPN.

As ethnic minority registered professional nurses, we therefore urge the support of NYSNA's efforts to standardize nursing education. We believe that standardization of nursing education will increase career opportunities for minorities and positively effect the health care of the minority population.

Minority Focus Group

Harriet Brathwaite, RN, MS
Assistant Prof. of Nursing
Long Island University

Ms. Georgia Burnette, RN, MSN, MeD
Asst. Administrator for Nursing
Roswell Park Memorial Institute
SUNY at Stony Brook

Lolita Compas, RN
Clinical Instructor, Education
Cabrini Medical Center

Miriam Gonzalez, BS, RN
Obstetrics Conference Nurse
Nursing Care Coordinator
Bellevue Hospital

Wanda Hackney, RN
Staff Nurse
Erie County Medical Center

Juanita Hunter, EdD, RN
Clinical Assistant Professor
SUNY Buffalo

Maggie Jacobs, MS, RN
Nursing Care Coordinator
Kings County Hospital Ctr.

Delores Long, RN
Staff Nurse
The Jack D. Weiler Hosp.
of Einstein Coll. of Med.
1825 Eastchester Rd
Bronx, NY

Daphne Nelson, RN
Asst. Director of Nursing
University Hospital

Dorothy Ramsey, EdD, RN
Prof./Coord. of Affrm.Act.
Adelphi University
Elmira College

Kathleen Sward, EdD, RN
Prof. and Dir. (retired)
Nursing Education
Elmira College

Kattie Washington, RN, BSN
Nursing Care Coordinator
City Hospital Center at
Elmhurst

JKH:JPM/dah
5/6/88

THE NEW YORK STATE NURSES ASSOCIATION

MINORITY FOCUS ON ENTRY INTO PRACTICE

Sign of the Tree Restaurant
Empire State Plaza
Albany, New York

April 28, 1987
9:00 a.m. - 5:00 p.m.
Minutes

Attending: Juanita Hunter, President-elect, NYSNA, presiding,
Georgia Burnett, Wanda Hackney, Delores Long, Kathleen
Sward and Kattie Washington

Unable to Attend: Pearl Bailey, Harriet Brathwaite, Lolita
Compas, Miriam Gonzalez, Maggie Jacobs, Daphne Nelson,
Dorothy Ramsey

I. Call to Order and Welcome:

Dr. Hunter began the meeting at 9:30 and welcomed those who were in attendance. She explained that even though several of those invited were unable to attend, the work of the group had to proceed since there were only two months remaining in the 1987 Legislative Session.

II. Development of a Minority Focus Position Statement on Entry Into Practice:

Dr. Hunter explained that the morning's task was to develop a position statement on behalf of the Group that could be distributed to Legislators and serve to counter the published position of the National Black Nurses Association. Working from a draft statement a revised statement was developed which will be distributed to those present as Draft #2.

III. Orientation to Afternoon Activities:

During lunch Dr. Hunter asked staff to review the afternoon appointment schedule.

IV. 1:00 p.m. Meeting with John Latham, Consul to Assemblywoman Geraldine Daniels:

Although Ms. Daniels continues to be on illness leave, she maintains her membership on the Assembly Higher Education Committee. She is a sponsor of the Exempt Clause Repeal Bill, but Mr. Latham seemed to confuse it with the Entry Into Practice Bill.

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minority
focus

V. 1:30 p.m. Meeting with Assemblywoman Cynthia Jenkins:

Ms. Jenkins, a known supporter of the Entry Into Practice Bill, provided the group with suggestions for moving the bill and offered her help with the Black and Puerto Rican Caucus which is to meet on May ___.

VI. 2:00 p.m. Meeting with Norman McConney, Executive Director, Office of Deputy Speaker Arthur Eve:

Mr. McConney reiterated his objections to the bill on the grounds that it would deny many minorities access into nursing (by eliminating the LPN career). His position seemed to become less entrenched as the meeting proceeded when he suggested that the bill must be accompanied with assurance that opportunities for minorities would be maintained and supported.

VII. 2:30 p.m. Meeting with Assemblyman Sullivan:

This extra 2:30 meeting was arranged in response to a suggestion by Assemblywomen Jenkins. Mr. Sullivan was gracious but persisted that the bill must provide another track for professional nursing which would allow an individual without the academic preparation to become a professional nurse by passing "a very stiff exam".

VIII. 4:00 Meeting with Assemblywoman Helen Marshall:

Ms. Marshall's appointment did not take place until 4:40 p.m. She voiced her long standing objections to the bill that minority access into nursing would be limited. She seemed much more willing to listen to the arguments, however, than in the past.

IX. 5:30 Meeting of the Higher Education Committee:

Georgia Burnett and Wanda Hackney were able to stay for the committee meeting and caught Assemblyman Roger Green afterwards. He expressed the commonly expressed concern about minority access.

No plans were set for the next meeting at this time.

Juanita Hunter, Chairman

/cl
4/30/87

THE NEW YORK STATE NURSES ASSOCIATION

Minority Focus Group
Meeting of January 12, 1988

A G E N D A

- ✓ I. Call to Order
- ✓ II. Approve Minutes of Meeting Held April 28, 1987
- ✓ III. Review Purpose and Effectiveness of Minority Focus Group
- ✓ IV. Review 1988 Legislative Program - no consultation & minority focus
- ✓ V. Update Minority Focus Group Position Paper on Entry Into Practice ^{Educational Plan} *update position statement*
- ✓ VI. Identify Future Goals and Plan Activities *distribution to members*
- ✓ VII. Prepare Recommendations to Board of Directors for Chairperson (to replace President Hunter) *had new list of names - include names passed & rejected - set of guidelines*
- VIII. Date of Next Meeting *Monday*
- IX. Adjournment
- ✓ X. Communication to Council on Legislation re program
- ✓ XI. Black and Puerto Rican *2) Committee YES*
- ✓ XII. Black History Parties *Who should attend Feb 12-14*

/cl
1/12/88

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focus

MEETING OF THE MINORITY FOCUS GROUP

TUESDAY, JANUARY 12, 1988

ATTENDING

Georgia Burnett
Miriam Gonzalez
Wanda Hackney
Juanita Hunter
Maggie Jacobs
Delores Long
Kathleen Sward
Kattie Washington

NOT ATTENDING

Pearl Skeete-Bailey
Harriet Brathwaite
Daphne Nelson
Dorothy Ramsey
Lolita Compas

ROSWELL PARK MEMORIAL INSTITUTE



David Axelrod, M.D.
Commissioner of Health

Department of
Nursing



Mrs. Georgia Burnette, RN, MS
Assistant Administrator for Nursing
845-3122

Mrs. Fabiola Dayoub-Sam, RN, BS
Assistant Director of Nursing
845-8503

Ms. Catherine Lyons, RN, MS
Assistant Director of Nursing
845-8502

Mrs. Mary Terrana, RN, BS
Assistant Director of Nursing
845-8500

Ms. Ellen Zupa, RN, MS
Assistant Director of Nursing
845-8890

Ms. Dee Wonch, RN, MS
Assistant Director of Nursing, Education
845-8505

Mrs. Roberta Aquilina
Administrative Aide
845-3122

Department of Health • State of New York

686 Elm Street • Buffalo, New York, 14263

May 6, 1987



John R. Wright, M.D.
Institute Director

Dr. Juanita Hunter
127 Shirley Avenue
Buffalo, NY 14215

Dear Juanita,

This letter reflects my thoughts and feelings regarding the April 28, 1987 Legislative Day in Albany.

While I wholeheartedly agree with the concept of active, aggressive lobbying as is currently in process, I feel that in addition to this activity, ground may be gained by assessing the political community as to who may be the most persuasive/successful/persistent person to positively influence fellow legislators towards passage of the Entry-Into Practice bill. Subsequent to that decision, we should identify one or two nurses to interact on a one-to-one basis with that person to work at narrowing the differences between "them and us."

Should you see merit in the above suggestion, I am available for further discussion.

Respectfully submitted,

Georgia Burnette

Georgia Burnette
Assistant Administrator for Nursing

mek
WD-2

cc: Janet Mance
Juanita Majewski

April 10, 1986

Norman McConney, Executive Director
Office of Deputy Speaker
New York State Assembly
Legislative Office Bldg. Rm. 736
Albany, NY 12248

Dear Mr. McConney,

I appreciated meeting with you on Tuesday, March 18, and would like to proceed with setting up a meeting with you and a group of nurses now that the State budget is in place.

I am sorry that I did not have with me the documentation you requested relative to minority access into nursing in New York State (rather than the nation as a whole). I was disappointed to find that you are unaware of the efforts of the New York State Nurses Association in this regard. The Association's Council on Human Rights and Council on Nursing Education have a long standing concern about the access of minority and disadvantaged students into nursing. I have enclosed the June 1984 issue of the Association's publication, *Journal of the New York State Nurses Association*, which is devoted to the subject and clearly describes nursing's efforts in this state.

You pointed out during our meeting that data you have seen show New York State doing less well than states such as Illinois and California in improving minority access into nursing. The latest figures from the New York State Education Department and the National League for Nursing (both to be published this Spring) do not necessarily support that observation. It is apparent after examining the data that the number of respondents, the characteristics of the population as a whole, and the definition of minority must be taken into account. For example, the data from both sources separately count Blacks, Hispanics, Asians and American Indians as minorities. The NLN data show a 9.8% Black student nurse enrollment in New York State for 1983-84, 8.4% for Illinois and 7.6% for California. The Hispanic nurse enrollment for California (not surprisingly) for the same period was 8.8% while New York's was 2%.

The New York State Education Department data analysis includes the following statements in the section entitled Racial/Ethnic Origin.

Since a large proportion of nonrespondents (11,068 or 38 percent of the nonrespondents) in this survey reside in New York City, the findings in this section should be interpreted accordingly.

...members of minority groups (24,084 total) make up 18 percent of all in-state respondents and 20 percent (21,597 total) of the in-state respondents employed in nursing in New York State.

...data on out-of-state RNs are similar to the in-state RN data. The out-of-state RNs differ by having larger proportions of Asian or Pacific racial origin RNs and smaller proportions of Blacks.

In the 1980-1981 national data, New York State accounted for 14 percent (1,232) of the men and minority graduations in the United States (9,085). For this same period, New York State accounted for nearly 11 percent (8,416) of the graduates in the United States (77,874).

There is no question that more can and should be done to equalize educational opportunities in New York State and the country for all citizens. As I mentioned at our March 18 meeting, our Association is currently attempting to reach high school counselors so that minorities (and women) are not directed to inappropriate or the least challenging careers.

To further illustrate the active involvement of this association in the issue of bringing minority students into nursing, I have enclosed material from a 1985 program held in New York City and Philadelphia entitled, *Action Strategies: The Advancement of Minorities in Nursing Practice and Baccalaureate Nursing Educational Programs*. Also, enclosed is a copy of a letter to Assemblyman Arthur Eve from a group of NYSNA members who are minority nurses requesting consideration of state funds to support minority nurse baccalaureate education (2/7/86) and a letter to Vijay Macwan at the Junior College of Albany re: The news article about seeking legislative ways to reduce minority dropout rates.

During our meeting you also asked why NYSNA had not been more aggressive in lobbying for the inclusion of nursing scholarships in A.1344, S.960 (now Chapter 31 of the Laws of 1985). In our opinion, the law does not preclude nursing scholarships. My notes reveal that we did discuss the bill with Senator LaVelle's staff early in 1985. The enclosed *Update Memorandum*, page 2 (June 1985), from the Nursing Education Unit of the State Education Department describes the law's provisions as annual awards "for economically disadvantaged and underrepresented minority students who are beginning or engaged in an approved program leading to a degree in a profession licensed by the Regents or other field designated by the Regents." In fact, NYSNA recommended appointment of nurse Kathleen Byrne Colling to the Council on Professional Career Opportunity established by that law (a copy of that letter is enclosed).

As I mentioned at our March meeting, this Association's efforts to standardize and upgrade nursing education are not unrelated to the fact that nursing is a predominately female profession. Such a direction will enhance professional prospects for all women, including minorities.

NYSNA is committed to improving the human condition - that includes issues of human rights, civil rights, equality of access to education, to work and to equal pay for jobs of equal worth.

Minority
Focus

-3-

I will be calling your office in the near future to set up a meeting. We seek and need your support of the Entry into Practice legislation and will respond to any other concerns you might have at that time.

Sincerely,

Janet P. Manco, MR, RN
Director
Legislative Program

JPM/cg
Enc.

bcc: NYC Office
File

Minority
Focus

Martha L. Orr, MN, RN
Executive Director



Constituent of The American
Nurses Association

NEW YORK STATE NURSES ASSOCIATION
2113 Western Avenue, Guilderland, N.Y. 12084, (518) 456-5371

MEMORANDUM

TO: Members of Minority Focus Group
FROM: E. Joyce Gould
DATE: May 16, 1989
RE: May 17, 1989 Activities

Information on Assemblyman Albert Vann Room 422 LOB

- 1989 Chairman of New York State Black and Puerto Rican Legislators, Inc.
- NYSNA members/staff who live in his district:
Maggie Jacobs
Latha Catlin
- Chairman of Assembly Committee on Children and Families
- Member of Education, Health, Ways and Means Committees in Assembly

Information on Assemblywoman Geraldine Daniels Room 741 LOB

- Chairwoman of 1990 Annual Conference Weekend of the New York State Black and Puerto Rican Legislators, Inc.
- Member of Higher Education and Housing Committees in the Assembly

Information on Senator Velmanette Montgomery Room 608 LOB

- Ranking Minority Member of Senate Health Committee
- Sponsored Hearings on the Nursing Shortage in 1988 - NYSNA District 14 was one of the Co-Sponsors
- Attended NYSNA District 13's Anniversary Gala May 1989
- Received award from NYSNA District 13
- Registered nurses on her staff are: Irene VanSlyke and Charles Hargett (former Executive Director for NYSNA District 13)
- Peg Barnwell is a registered nurse who is completing a fellowship in public policy in Senator Montgomery's office

(continued)



- Prime sponsored the following bills:

- S.5663 - Directs the state comptroller to engage a special study of the health care industry retirement plans. Civil Service Committee
- S.5664 - Extends the family practice residency training programs in state hospitals to nurse practitioners and nurse midwives; allocates one half of funds appropriated to such residency and training of nurse practitioners and nurse midwives. Health Committee
- S.5665 - Amend Section 231, Public Health Law - Included voluntary not-for-profit and public hospitals and nursing homes within the definition of "eligible institution" for purposes of the New York State Health Services Corps Program. Health Committee

- New York State Nurses for Political Action were very involved in helping to elect Senator Montgomery

THE NEW YORK STATE NURSES ASSOCIATION

Meeting of the Minority Focus Group

January 12, 1988

11:00 a.m. - 4:00 p.m.

at

The Veronica M. Driscoll Center For Nursing
Guilderland, New York

MINUTES

Attendance:

Present: Juanita Hunter, President NYSNA, presiding
Georgia Burnette
Miriam Gonzalez
Wanda Hackney
Maggie Jacobs
Delores Long
Kathleen Sward
Kattie Washington

Absent: Pearl Skeete-Bailey
Harriet Brathwaite
Daphne Nelson
Dorothy Ramsey
Lolita Compas

Staff: Elizabeth Carter
Janet P. Mance

I. CALL TO ORDER AND INTRODUCTIONS

Dr. Hunter called the meeting to order at 11:00 a.m. and welcomed the participants. She asked those attending to introduce themselves.

II. REVIEW OF MINUTES OF MEETING HELD APRIL 28, 1987

The minutes were approved as circulated.

III. REVIEW PURPOSE AND EFFECTIVENESS OF MINORITY FOCUS GROUP

Dr. Hunter opened the discussion by referring the group to a letter written by Georgia Burnette to Dr. Hunter on May 6, 1987. The letter came about following a conversation between Ms. Burnette and Norman McConney, aide to Assemblyman Eve. Mr. McConney told Ms. Burnette that NYSNA must work with educators in schools to improve the opportunities for minorities.

The following points relating to purpose and effectiveness were made by the group:

1. Organized nursing lacks clout probably due to lack of political activity and financial contributions.
2. NYSNA (including the Minority Focus Group) needs to address other issues besides Entry. Effectiveness is restricted when there is a single issue (tunnel vision).
3. NYSNA (including the Minority Focus Group) needs to move in a more focused manner with the understanding that the political process is long term.
4. The Minority Focus Group must decide whether its purpose and greater effectiveness is in policy making or working as footsoldiers.
5. ADN to BSN must be made easier through improved articulation between programs.
6. Nurses in general do not realize the benefits of a BSN education. This is perpetuated by the multiple preparations for the RN Licensing Exam, the lack of salary differentiation based on educational preparation, and inconsistency among employers requiring BSN preparation for promotion and advancement.

IV. REVIEW OF 1988 LEGISLATIVE PROGRAM

Dr. Hunter opened the discussion by relating to the group that the Board of Directors did express concern about the 1988 Legislative Program as they considered and approved the program. Dr. Hunter related the Board's request for a workplan to carry out the program. She asked staff to distribute the workplan to the group and to describe the progress to date. Dr. Hunter shared Dr. Bailey's comment *made in* to her that the "change to the LPN title came as a bombshell" and that in her opinion the argument used to

in previous conversation

promote the Entry bill that the future ADN will be a new nurse prepared in a different way was not longer valid. Dr. Bailey requested that a clear explanation be prepared on the rationale for the switch including how the LPN title will help obtain support for the Entry bill.

The group concluded that the Minority Focus Group should include in its mission the education of nurses about the purpose of the Entry bill; that grandfathering is an important aspect of the bill and is different from waiving; and should work to generate support from non-nursing groups.

V. MINORITY FOCUS GROUP POSITION PAPER ON ENTRY INTO PRACTICE

The Group reviewed the position paper and asked what the distribution of the paper has been. Staff reported that the paper has been distributed to those legislators who have responsibility for initial action on the bill in the legislature or have particular interest in the bill. The Group concurred that the paper should be re-written. It was suggested that the paper refer to the future ADN as the technical nurse rather than the associate nurse and that the paper address other current issues. The Group asked that the paper be printed on NYSNA letterhead and include the names of the members of the Minority Focus Group. The Group also recommended broader distribution of the paper and routine use in presentations made by the staff on the Entry bill.

Staff will draft a re-write to be reviewed by Dr. Hunter and Ms. Washington on February 1.

VI. FUTURE GOALS AND ACTIVITIES

The Group identified three goals (with related activities) for 1988.

- A. Promote the existence of the Group and its support of Entry.
1. Update and disseminate position paper.
 2. Have REPORT carry article on the Group.
 3. Establish a system for ongoing dialogue with the Council on Legislation.

-4-

B. Get the message re: Entry to "grass root" nurses.

1. Assist in educating nurses about how to lobby.
2. Meet with nurses at their place of work or their sites of interest (hospitals, churches, etc.)
3. Keep the message simple, e.g. the need to standardize nursing education.

C. Influence Legislators.

1. Make the legislator/union connection.
2. Focus on non-minority legislators.
3. Spread the word among the Black and Puerto Rican Caucus (meet with Assemblyman Roger Green as early as possible and ask to meet with entire Caucus).

VII. RECOMMENDATIONS FOR NEW CHAIRPERSON

Dr. Hunter asked for recommendations for chairperson that could be forwarded to the Board of Directors. None were forthcoming. Dr. Hunter said the Board would make the appointment at its next meeting.

VIII. DATE OF NEXT MEETING

The next meeting will be held on March 10, 1988. The issue of the time of the meeting arose and Dr. Hunter requested staff to poll the Group to determine a preference for 9 a.m. - 3 p.m. or 11 a.m. - 3 p.m.

IX. ADJOURNMENT

The meeting was adjourned at 3:30 p.m.

Juanita Hunter, Chairman

JH:JPM/cl
1/19/88

Minority Focus



National Black Nurses' Association, Inc.
Position Statement on ENTRY INTO PRACTICE

The National Black Nurses' Association, Inc., over the past five (5) years, has worked aggressively to assure that the ENTRY INTO PRACTICE address the council realities of implementation that confront Black nurses. To date none of these realities has been resolved:

- 1....the serious lack of access to baccalaureate programs to insure opportunities for study at this level.
- 2....the lack of a clearly defined pattern of articulation between practical nurse and associate degree programs and associate and baccalaureate degree programs to insure the opportunity for career mobility and advancement.
- 3....the paucity of financial support from governmental and private funding sources for Black nursing students and for educational institutions to insure the possibility of baccalaureate education.
- 4....the absence of a detailed educational plan which supports and encourages registered nurses to secure baccalaureate degrees in order to maintain and increase the number of Black nurses in leadership positions.

Historically, racism in this society, specifically in the educational system and the health care delivery system, has resulted in significant increases in and therefore a disproportionate number of practical and associate degree nurses. The majority of Black nurses do not hold baccalaureate degrees in nursing. Black nurses through ability and commitment have demonstrated excellence in practice. Black nurses provide nursing care to most of the minority population especially in the urban areas of the United States. Moreover, Black nurses have, through necessity, utilized alternative pathways for educational achievement and quality nursing practice. The National Black Nurses' Association will utilize all available opportunities to promote its belief that attempts or plans to standardize and clarify levels of nursing education and practice must guarantee drastically improved:

- accessibility to educational programs.
- opportunities and support for career mobility and advancement.
- financial support for students and educational institutions.

Further, any implementation plan must provide unquestionable and objective assurance that "grandfathering" will not adversely affect the future educational career opportunities for Black nurses. The end result must be that Black nurses be maintained in leadership positions and, moreover, that their numbers be substantially increased.

The National Black Nurses' Association, Inc., will continue to urge all minority nurses to coalesce and apply multiple pressure on state legislators, to oppose legislation that mandates a BSN for RN licensure.

Lastly, it must be clearly understood that the National Black Nurses' Association, Inc., supports excellence in health care delivery and education for health care professionals.

Martha L. Orr, MN, RN
Executive Director



Constituent of The American
Nurses Association

NEW YORK STATE NURSES ASSOCIATION

2113 Western Avenue, Guilderland, N.Y. 12084, (518) 456-5371

TO: Members of the Minority Focus Group

FROM: Juanita Hunter, EdD, RN
President-Elect NYSNA

SUBJECT: All Day Meeting on April 28

DATE: March 26, 1987

You are cordially invited to attend a meeting of the Minority Focus Group in Albany on Tuesday, April 28.

The efforts of the Minority Focus Group are crucial in obtaining support of minority legislators for the Entry Into Practice Legislation.

We hope you will be able to attend the meeting which is organized as follows:

- | | |
|------------|---|
| 9:00-11:30 | Strategy Meeting and Update
Sign of the Tree Restaurant
Concourse, Empire State Plaza |
| 11:30-1:00 | Lunch |
| 1:00-4:00 | Meetings with Legislators
Legislative Office Building |
| 4:00-5:00 | Wrap-up and Planning for the Future
Hearing Room C
Legislative Office Building |

Travel, meals and overnight expenses will be reimbursed by the New York State Nurses Association.

I sincerely hope to see you there!



Minority

THE NEW YORK STATE NURSES ASSOCIATION

CAREER MOBILITY FOR LICENSED PRACTICAL NURSES

Continued learning to enhance career mobility can take place within formal degree-granting programs or through continuing education experiences. The phrase "career mobility" has several different meanings including obtaining an advanced degree, changing the focus of one's career, moving up in the structural hierarchy of a work setting and being recognized for excellence in practice without moving away from clinical nursing.

The New York State Nurses Association proposal to elevate and standardize nursing education includes a grandfathering mechanism for all licensed practical nurses currently licensed. For those licensed practical nurses preparing for the transition to the associate nurse level, several options or alternatives are available:

Licensed practical nurses may pursue formal academic credit in associate degree programs in nursing. Presently, there are 55 ADN programs in New York State with wide geographical distribution. One program, the Regents College Degree, enables students to validate knowledge acquired from many sources through testing and through transfer credit earned in a variety of educational programs.

In addition, four ADN programs have been designed exclusively for LPNs wishing to pursue the ADN degree. These programs are: Agricultural and Technical College at Delhi; Helene Fuld School of Nursing of the Joint Diseases North General Hospital in New York City; North Country Community College, Saranac Lake; and The Presbyterian Hospital in the City of New York.

Licensed practical nurses may participate in non-credit formal continuing education programs or courses, particularly in the areas of basic natural and behavioral sciences, advanced communication skills and pharmacodynamics.

In addition, inservice education classes in clinical and institutional facilities are available at employing agencies.

EC/cg
3/17/86

THE NEW YORK STATE NURSES ASSOCIATION

MEETING OF THE MINORITY FOCUS GROUP

APRIL 28, 1987

Dr. Juanita Hunter
Clinical Assistant Professor
SUNY Buffalo
3435 Main Street
Buffalo, NY 14214
Also NYSNA President-elect

Ms. Harriet Brathwaite
Chief of Service
Crisis Housing
Creedmoor Psychiatric Center
Queens, NY 11427

Ms. Georgia Burnett
Assistant Administrator for Nursing
Nursing Department
Roswell Park Memorial Institute
666 Elm Street
Buffalo, NY 14263

Ms. Wanda Hackney
Staff Nurse
Erie County Medical Center
462 Grider Street
Buffalo, NY 14215

Ms. Dolores Long
Nursing Student
College of New Rochelle

Dr. Kathleen Sward
Professor and Director
Nursing Education
Elmira College
Elmira, NY 14901

Ms. Kattie Washington
Head Nurse Respiratory ICU
NYC Hospital Center at Elmhurst
79-01 Broadway
Elmhurst, NY 11373

Minority Focus

THE NEW YORK STATE NURSES ASSOCIATION
MINORITY FOCUS GROUP
Meeting of March 10, 1988

A G E N D A

- ✓ I. Call to Order
 - ✓ II. Approve Minutes of Meeting Held on January 12, 1988
 - ✓ III. Revision of Minority Focus Group Entry Into Practice Position Statement
 - IV. Discussion re: ^{primary def} _{April 2, 1988}
 - (a) Upcoming Meeting with Black and Puerto Rican Caucus
 - (b) Position Statement of Detroit Black Nurses Association re: Entry Into Practice
 - (c) Letter from ADN Educator About Minority Access to Nursing Education
 - V. Review of pending Scholarships/Loans Legislation for Nursing Education
 - VI. Recommendations for Action ^{Partners of NFP} _{Statewide - City Nurses News - position}
 _{State - Liaison}
 _{Statement meeting of Group}
 _{Letter to Legislators}
 - VII. Date of Next Meeting
 - VIII. Adjournment
- Legislative Activities*
 Report Black & PR Caucus
 Black History Posters
 Articles in Report
- 1. Official reply to Leg Council of NFP*
 activities - complement them
 1. Position paper
 how we see it
 2. Understand why & caucus
 strategy
 3. future goals & activities
 4. ongoing dialogue
 Letter of Commendation to Black Nurses - Detroit
 Letters to all legislators about leg.
- 1/c1*
 3/9/88
- New ideas*
 respond to letter-

Minority Focus Group

Reviewed Purpose and Effectiveness of Minority Focus Rep.
 need to focus on another agenda, non-minority legislators
 1988 Leg. Program - no consultation re: LPN issue
 Concerns - many RNs are upset ? what is happening in NY
 * Need a Year's explanation & rationale for switch
 * How can titles of LPN help entry
 Position Paper - How was this disseminated
 Actions: update Position Paper under distribution
 Article in Report → address issues related to entry

New Strategies

- Look @ opposition to Entry
1. Minority Focus
 2. Assoc. Degree Educators
 3. Labor Unions - D.C. 37
- back campaigns of minority legislators

Review Position Paper

Discuss with Leg Council
 Prepare Minority Nurses to Lobby
 * Lobbying effectiveness of minority nurses
 meet with Black and Puerto Rican Caucus
 develop new agenda/ new approach
 use B & PR caucus to disseminate information
 Lobby - to educate nurses, consumers about minority issues related to '88 leg. program
 Information - develop simple message, distribute @ by gathering
 use hospitals to distribute info.

3-10-88

what of by of exp

Letter Letter

under 1.7 q

Background info

Letter to the ...

This letter introduces myself as a member of
the ... Dept of ... Our group is
... with us ... the ...
... to ... issues ...
... to the ...

Letter to ...

Point

Our committee met on March 10 and will proceed
... The ...

NEW YORK STATE NURSES ASSOCIATION

Members of the Minority Focus Group

Dr. Pearl Bailey
Director, Department of Nursing
York College
Jamaica, New York 11451
(718) 969-4476
NYSNA, 1986 Nursing Education Awardee
Member: New York State Board for Nursing

Ms. Harriet Braithwaite
Chief of Service, Crisis Housing
Creedmoor Psychiatric Center
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2a9 11*

Ms. Georgia Burnett
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President Elect, District 1, NYSNA

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/cl
12/23/87

Minority
Focus

THE NEW YORK STATE NURSES ASSOCIATION
MINORITY FOCUS GROUP
ENTRY INTO PRACTICE POSITION STATEMENT

The need for well prepared professional and technical nurses has grown steadily over the last several years due in large part to changes in society. Advances in health care science and technology, the increased population of elderly, and emphasis on home care and illness prevention have contributed to that need. Statistics clearly indicate, however, that fewer potential students are selecting nursing as a career. For the health care needs of New York State and the nation to be met, nurses must receive an education that adequately prepares them for their patient care responsibilities and nursing must be allowed to overcome its image of the vocational career for those not qualified to pursue any other.

As a group of ethnic minority nurses from across New York State we represent a diverse nurse constituency that seeks to achieve ethnic minority participation in professional education in numbers at least equal to the ethnic minority population at large. As nurses we have observed the unmet health care needs of minority populations and the need for nurses skilled in caring for culturally diverse populations. We are also aware of the disproportionate number of ethnic minorities guided into non-academic health careers, reflecting the myth of the inability of minorities to achieve. The current system of nursing education promotes and maintains minorities in low-level, dead-end careers. This is discriminating and self-defeating. Efforts must be made to encourage minority students to enter professional nursing.

We, therefore, strongly support the proposed New York State legislation which would require a baccalaureate degree for professional nursing practice and an associate degree for technical nursing practice. Contrary to the belief that the bill would limit minority access into nursing, the bill will actually provide marketable technical and professional nurse careers with potential for career mobility.

The New York State Nurses Association proposal includes a grandfather provision for all nurses currently licensed. In addition, career mobility options for LPN's and associate degree and diploma prepared RN's are already available (see attached).

Minority

The National Black Nurses Association, in their position paper on Entry Into Practice, identifies three areas that must be addressed in order to improve minority access to education:

Accessibility to educational programs

Opportunities and support for career mobility and advancement

Financial support for students and educational institutions

It is the opinion of the Minority Focus Group that these three areas are not only essential to the educational process for minority students but for all students. These issues are being addressed more aggressively in New York State than in many other states. Of the three, more needs to be done in this state in the provision of financial support for students seeking professional and technical nursing education. Financial and recruitment efforts must be strengthened to encourage full minority participation in higher education.

In summary, as with the general public, ethnic minorities as nurses or patients can only benefit from passage of the Entry Into Practice legislation. For citizens requiring nursing care, adequately prepared nurses have been in short supply for some time. Passage of this legislation is long overdue in New York State.

THE NEW YORK STATE NURSES ASSOCIATION

CAREER MOBILITY FOR LICENSED PRACTICAL NURSES

Continued learning to enhance career mobility can take place within formal degree-granting programs or through continuing education experiences. The phrase "career mobility" has several different meanings including obtaining an advanced degree, changing the focus of one's career, moving up in the structural hierarchy of a work setting and being recognized for excellence in practice without moving away from clinical nursing.

The New York State Nurses Association proposal to elevate and standardize nursing education includes a grandfathering mechanism for all licensed practical nurses currently licensed. For those licensed practical nurses preparing for the transition to the associate nurse level, several options or alternatives are available:

Licensed practical nurses may pursue formal academic credit in associate degree programs in nursing. Presently, there are 55 ADN programs in New York State with wide geographical distribution. One program, the Regents College Degree, enables students to validate knowledge acquired from many sources through testing and through transfer credit earned in a variety of educational programs.

In addition, four ADN programs have been designed exclusively for LPNs wishing to pursue the ADN degree. These programs are: Agricultural and Technical College at Delhi; Helene Fuld School of Nursing of the Joint Diseases North General Hospital in New York City; North Country Community College, Saranac Lake; and The Presbyterian Hospital in the City of New York.

Licensed practical nurses may participate in non-credit formal continuing education programs or courses, particularly in the areas of basic natural and behavioral sciences, advanced communication skills and pharmacodynamics.

In addition, inservice education classes in clinical and institutional facilities are available at employing agencies.

Minority
Focus

THE NEW YORK STATE NURSES ASSOCIATION

CAREER MOBILITY FOR REGISTERED NURSES

For those nurses with diplomas or associate degrees wishing to pursue study at the baccalaureate level, there are a variety of programs available. Of the 44 baccalaureate programs in nursing in New York State, forty-three (43) accept associate degree and diploma registered nurses with some advanced credit for previous work. There are eleven (11) programs designed specifically to meet the unique needs of these nurses. They are:

College of Staten Island

Daemen College

Elmira College

Long Island University, C.W. Post

Medgar Evers College

Mercy College

Nazareth College

Pace University, Pace Plaza

SUNY College at New Paltz

SUNY College of Technology at Utica/Rome

York College

In addition, the Regents College, without offering a traditional education program, permits nurses to validate knowledge and competencies acquired in their diploma or associate degree programs through testing and transfer of credit. This program permits self-pacing and flexibility for those nurses unable to participate in a formal educational program or setting.

Almost all programs now provide opportunities for nurses to pursue these educational options on a part-time basis.

Minority
Focus

THE NEW YORK STATE NURSES ASSOCIATION

CAREER MOBILITY FOR LICENSED PRACTICAL NURSES

Continued learning to enhance career mobility can take place within formal degree-granting programs or through continuing education experiences. The phrase "career mobility" has several different meanings including obtaining an advanced degree, changing the focus of one's career, moving up in the structural hierarchy of a work setting and being recognized for excellence in practice without moving away from clinical nursing.

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In addition, inservice education classes in clinical and institutional facilities are available at employing agencies.

EC/cg
3/17/86

THE NEW YORK STATE NURSES ASSOCIATION

CAREER MOBILITY FOR REGISTERED NURSES

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Almost all programs now provide opportunities for nurses to pursue these educational options on a part-time basis.

EC/cg
3/17/86

Minority
Focus

American Nurses' Association, Inc.

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President

Judith A. Ryan, Ph.D., R.N.
Executive Director



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September 9, 1986

Marion F. Langer, Ph.D.
Executive Director
The American Orthopsychiatric Association, Inc.
19 West 44th Street, Suite 1616
New York, New York 10036

Dear Dr. Langer:

This is in response to your letter of August 15, 1986, regarding recruitment of minority students in the helping professions. The American Nurses' Association does have data on admission, enrollment and graduation of minority students in basic registered nurse (RN) programs (baccalaureate, associate and diploma). Data are also available on the total number and percent of minority and nonminority registered nurses. Data are not available by clinical specialty areas.

The patterns of enrollments of minority students in basic RN programs are similar to those found in admissions (see attachment 1 and 2). The overall proportion of black students enrolled in basic RN programs fluctuated between 5.8 and 7.2 from 1978 to 1984. Only enrollments in baccalaureate and diploma programs have shown consistent increases in numbers and percentages of black students. Associate degree programs have reported the largest proportion of Asian students between 1978 and 1984.

The pattern of graduations for minority students in all basic RN programs is similar to the pattern for admissions and enrollments of these groups (attachment 3). From 1978 to 1984, baccalaureate programs have reported consistent increases in the proportion of blacks and Asians that have graduated (attachment 3). Trends for other groups cannot be clearly identified because their proportions have varied over the years. The most dramatic change reported in 1984 was among black graduates in associate degree programs; from 1981 to 1984 the proportion dropped 2.3 percent (see attachment 3).

Both the number and percent of registered minority nurses increased between 1977 and 1984, as compared to nonminority nurses. In 1977 there were a total of 1,401,633 registered nurses, minority 5.3 percent (107,711) and nonminority nurses 94.7 percent (1,293,922). In 1980 there were a total of 1,662,382 registered nurses, minority 8.5 percent (119,511) and nonminority 91.5 percent (1,521,752) a 3.2 percent change from 1977, as compared to a 3.2 increase in minority nurses for 1980. In 1984 there were a total of 1,887,697 registered nurses, 9.7 percent (182,304) minority nurses and 90.3 percent (1,705,393)

Minority
Nurses

Marion F. Langer, Ph.D.
September 9, 1986

Page 2

nonminority nurses, a further decrease by 1.2 percent and a corresponding increase of 1.2 percent for minority nurses.

I have included a copy of the Cabinet on Human Rights' Report on Affirmative Action in The Nursing Profession which was adopted by the American Nurses' Association House of Delegates in 1986 which may be useful to you.

Thank you for inviting the American Nurses' Association to supply data on recruitment of minority students for your study groups. If ANA can be of further assistance, please contact Irene Trowell-Harris, Ed.D., R.N., at 816-474-5720.

Sincerely,



Judith A. Ryan, Ph.D., R.N.
Executive Director

JAR:ITH:lk:21

Enclosures

TRENDS IN ADMISSIONS OF MINORITY STUDENTS IN BASIC RN PROGRAMS, 1978 TO 1984¹

Attachment 1

YEAR	NUMBER OF PROGRAMS REPORTING	BLACKS		HISPANIC		ASIAN		AMERICAN INDIAN Number	INDIAN Percent
		Number	Percent	Number	Percent	Number	Percent		
ALL REPORTING RN PROGRAMS									
1978	1,202	7,295	7.3	1,664	1.7	1,352	1.3	*	*
1981	1,276	8,531	9.5	2,312	3.0	1,732	2.2	*	*
1984	1,348	9,226	8.1	2,877	2.5	1,911	1.7	633	0.6
BACCALAUREATE PROGRAMS									
1978	320	2,900	8.2	450	1.3	491	1.4	*	*
1981	333	2,797	10.2	480	3.0	780	3.1	*	*
1984	404	3,521	9.4	893	2.4	914	2.4	156	0.4
ASSOCIATE DEGREE PROGRAMS									
1978	571	3,569	7.7	982	2.1	590	1.3	*	*
1981	654	4,663	10.0	1,336	3.3	833	2.1	*	*
1984	695	4,784	8.1	1,702	2.9	836	1.4	457	0.8
DIPLOMA PROGRAMS									
1978	311	828	4.3	232	1.2	271	1.4	*	*
1981	289	1,072	6.9	225	1.7	119	0.9	*	*
1984	249	921	5.3	282	1.6	161	0.9	20	0.1

¹Excludes American Samoa, Guam, Puerto Rico, and the Virgin Islands.

*"American Indian/Oriental" was one category before 1984.

Source: Rosenfeld, Peri. Nursing Student Census With Policy Implications 1985. Division of Public Policy and Research, National League for Nursing, New York, 1985, Pub. No. 19-2156.

Munich

TRENDS IN ENROLLMENTS OF MINORITY STUDENTS IN BASIC RN PROGRAMS, 1978 TO 1984¹

Attachment 2

YEAR	NUMBER OF PROGRAMS REPORTING	BLACKS		HISPANIC		ASIAN		AMERICAN INDIAN Number	Percent
		Number	Percent	Number	Percent	Number	Percent		
ALL REPORTING RN PROGRAMS									
1978	1,202	12,630	5.8	3,079	1.4	2,608	1.2	*	*
1981	1,276	14,322	7.2	4,080	2.3	3,155	1.8	*	*
1984	1,348	15,363	6.9	4,410	2.0	3,594	1.6	880	0.4
BACCALAUREATE PROGRAMS									
1978	320	6,318	6.8	1,292	1.4	1,272	1.4	*	*
1981	333	6,091	7.7	1,708	2.3	1,682	2.3	*	*
1984	404	7,578	8.2	1,927	2.1	2,019	2.2	322	0.4
ASSOCIATE DEGREE PROGRAMS									
1978	571	4,903	6.2	1,418	1.8	923	0.7	*	*
1981	654	6,514	7.8	1,950	2.7	1,244	1.8	*	*
1984	695	6,124	6.5	2,011	2.1	1,030	1.1	517	0.6
DIPLOMA PROGRAMS									
1978	311	1,409	3.2	369	0.8	413	0.9	*	*
1981	289	1,717	4.5	422	1.3	229	0.7	*	*
1984	249	1,661	4.7	455	1.3	321	0.9	41	0.1

¹Excludes American Samoa, Guam, Puerto Rico, and the Virgin Islands.

*"American Indian/Oriental" was one category before 1984.

Source: Rosenfeld, Peri. Nursing Student Census With Policy Implications 1985. Division of Public Policy and Research, National League for Nursing, New York, 1985, Pub. No. 19-2156.

TRENDS IN GRADUATIONS OF MINORITY STUDENTS IN BASIC RN PROGRAMS, 1978 TO 1984¹

Attachment 3

YEAR	NUMBER OF PROGRAMS REPORTING	BLACKS		HISPANIC		ASIAN		AMERICAN INDIAN Number	Percent
		Number	Percent	Number	Percent	Number	Percent		
ALL REPORTING RN PROGRAMS									
1978	1,202	3,277	4.7	1,088	1.6	855	1.2	*	*
1981	1,276	3,566	6.0	1,158	2.2	869	1.7	*	*
1984	1,348	3,822	5.2	1,511	2.0	1,086	1.5	325	0.4
BACCALAUREATE PROGRAMS									
1978	320	992	4.3	279	1.2	301	1.3	*	*
1981	333	1,079	5.6	372	2.2	373	2.2	*	*
1984	404	1,488	6.4	422	1.8	604	2.6	105	0.5
ASSOCIATE DEGREE PROGRAMS									
1978	571	1,965	6.2	697	2.2	410	1.3	*	*
1981	654	2,121	7.2	648	2.6	429	1.7	*	*
1984	695	1,954	4.9	926	2.3	394	1.0	216	0.5
DIPLOMA PROGRAMS									
1978	311	320	2.2	112	0.8	413	2.8	*	*
1981	289	366	3.5	138	1.5	67	0.7	*	*
1984	249	380	3.4	163	1.4	88	0.8	4	0.0

¹Excludes American Samoa, Guam, Puerto Rico, and the Virgin Islands.

*"American Indian/Oriental" was one category before 1984.

Source: Rosenfeld, Peri. Nursing Student Census With Policy Implications 1985. Division of Public Policy and Research, National League for Nursing, New York, 1985, Pub. No. 19-2156.

Minority

TOTAL NUMBER AND PERCENT OF REGISTERED NURSES BY
RACIAL/ETHNIC BACKGROUND FOR 1977, 1980 AND 1984

Racial/Ethnic Background	September 1977 ¹		November 1980 ²		November 1984 ³	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
Total	1,401,633	100.0	1,662,382	100.0	1,887,697	100.0
Norminority	1,293,922	94.7	1,521,752	91.5	1,705,393	90.3
Minority	107,711	5.3	119,511	8.5	182,304	9.7
Black	35,476	3.3	60,845	3.7	74,024	3.9
Asian	28,962	0.9	33,600	2.0	49,173	2.6
Hispanic	19,652	0.4	20,816	1.2	26,045	1.4
American Indian/ Alaskan Native	3,296	0.1	4,249	0.3	6,148	0.3
Not Known	20,325	0.7	21,118	1.3	26,914	1.4

Source: ¹U.S. Department of Health, Education, and Welfare, Public Health Service, Health Resources Administration, Bureau of Health Manpower, Division of Nursing, 1976. Unpublished data.

²U.S. Department of Health and Human Services, Public Health Service, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing, "National Sample Survey of Registered Nurses 11:November 1980." Unpublished data, 1983.

³U.S. Department of Health and Human Services, Public Health Services, Health Resources and Services Administration, Bureau of Health Professions, Division of Nursing, "National Sample Survey of Registered Nurses, November 1984." Unpublished data.

Minority
Focus

Minority

February 7, 1986

Assemblyman Arthur O. Eve
Legislative Office Building 736
Albany, New York 12248

Dear Assemblyman Eve:

The black nurses attending the Black and Puerto Rican Caucus, January 17-20 as representatives of the New York State Nurses Association urge you to recommend inclusion of monies in the 1986 budget for purposes of assisting minority nurses to pursue a baccalaureate degree in accredited schools of nursing.

We would like to bring to your attention the fact that there are more minority nurses proportionately than there are black physicians. The potential for professional minority nurses to significantly improve the health status of minority clients is unlimited. Furthermore, baccalaureate educated nurses are better prepared to provide those preventative health services which promote healthy lifestyles and minimize illness.

In addition, studies show that black nurses stay in the profession longer and are more likely to care for minority clients. Unfortunately, due to lack of access to baccalaureate nursing programs for financial and other reasons, there are currently only about six percent of all baccalaureate nurses who are black.

There are three sections in your budget policy statement where we recommend that these concerns be addressed. On page twenty-three under Minority Access to the Professions, key transitional points where minority talents is lost is addressed. This loss also occurs for nursing as high school counselors frequently divert qualified minority students to associate degree and licensed practical nurse programs. We believe that timely, accurate information must be given to these students about baccalaureate education.

In addition, accredited baccalaureate nursing programs should be included in the Bonus Captiation Programs, also on page twenty-three. Finally, on page thirty-seven, University Hospitals, University Hospitals with accredited nursing programs should be a sub-section to stimulate baccalaureate nursing schools to increase minority enrollment and retention.

Arthur O. Eve

-2-

February 7, 1986

We thank you for the opportunity to respond to this ambitious and future oriented document. We offer our assistance to you as you aggressively address the critical issue of health care which is a major concern for blacks and other minorities.

Sincerely,

Josephine Bolus, R.N.-PNT

Miriam Gonzales, R.N., B.S.N.

Juanita Hunter, R.N., Ed.D.

Wanda Hackney, R.N.

Kathleen Sward, R.N., Ed.D.

Eunice Turner, R.N., M.S.N.

JH:mal

Minority
Focus

Martha L. Orr, MN, RN
Executive Director



Constituent of The American
Nurses Association

NEW YORK STATE NURSES ASSOCIATION

2113 Western Avenue, Guilderland, N.Y. 12084, (518) 456-5371

February 2, 1987

Assemblyman Arthur Eve
Legislative Office Building
Room 736
Albany, NY 12248

Dear Assemblyman Eve:

I am most pleased that you will be able to meet with a group of nurses on Monday, February 9 at 4 p.m. in your Albany office. It is the same group with whom you met in Buffalo on October 9, 1986.

The February meeting was scheduled in conjunction with NYSNA's Legislative Reception which we hope you will be able to attend. The meeting will of necessity be brief since the reception is scheduled from 5 to 7 p.m.

Although no formal agenda has been set for the February 9th meeting, I know the nurses will be interested in following-up on the items discussed in October. They will also be interested in sharing ideas for recruiting and retaining minority nurses in the profession of nursing.

We look forward to the meeting and thank you in advance for seeing us.

Sincerely,

Juanita Hunter

Juanita Hunter, EdD, RN
President-elect
NYSNA Board of Directors

JH/JPM/cl

cc: Norman McConney



Minority

NEW YORK STATE NURSES ASSOCIATION

Participants in Meeting with Assemblyman
Arthur Eve and Staff (Elaine Blerdin, Dorothy Hill,
Walter Headley) on October 9, 1986

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Minority Focus

Draft

THE NEW YORK STATE NURSES ASSOCIATION
MINORITY FOCUS GROUP

Buffalo, New York
October 9, 1986

M I N U T E S

I. CALL TO ORDER

Meeting was called to order at 9:15 a.m. at the Kensington Place Restaurant in Buffalo, New York.

II. INTRODUCTION - See attached list for participants

III. CONCERNS OF MINORITY LEGISLATORS

The group discussed concerns they had heard from legislators in regard to Entry into Practice.

- A. Legislators are not aware that there are several avenues of preparation for nursing.
- B. Legislators see the Entry proposal as elitist.
- C. Legislators confuse entry into professional practice with entry into the work force.
- D. Legislators do not realize that nursing aides and LPNs are not being hired in many health care settings.
- E. Legislators get pressured by 1199 and other unions.
- F. Legislators do not know that LPN and diploma programs are often more expensive than ADN and BSN programs and do not offer academic credit for the work done.
- G. Legislators have misinformation about the Entry proposal.

IV. AGENDA FOR THE MEETING WITH ASSEMBLYMAN EVE AND HIS STAFF

A. What does Assemblyman Eve want to know from us?

Chairperson Juanita Hunter explained that Mr. Eve has a very sincere interest in health care of black people. He is most concerned about the health of black children and the high school drop-out rate of black adolescents. He sees himself as a supporter of nursing through his contacts with nurse practitioners.

Mr. Eve has taken a leadership role against test-bias for minority students.

B. Questions to be discussed with Mr. Eve

- 1. Exactly what are the barriers to his support for our Entry project?
- 2. Can he assist us in gaining more financial aide for minority students?
- 3. What assistance can we be in answering his concerns about health care?

V. MEETING WITH MR. EVE AND STAFF MEMBERS WALTER HEADLEY, ELAINE BLEIDAN AND DOROTHY HILL

Mr. Eve presented Dr. Hunter with a copy of "The People's Budget" prepared for Governor Cuomo. He requested NYSNA support for his concerns about health, education and juvenile delinquency.

Mr. Eve challenged NYSNA to be concerned about all people not only our own professional group. He spoke passionately about his concerns about the crisis in the Black community -- especially about the high school drop-out rate and teenage pregnancy. He sees fewer minority students and fewer minority faculty members than in the 1970's.

Dr. Hunter assured Mr. Eve that we have similar concerns about health care and are willing to work with him to find intervention strategies.

Dr. Hunter asked about Mr. Eve's difficulties with NYSNA Entry proposal.

Mr. Eve responded that he has a two year degree. Racism is increasing under the Reagan administration and minority students should have all the options possible - 1 year, 2 year, 3 year, 4 year, etc. "Our kids are not getting advice - not getting counseling about opportunities such as SEEK, EOP, HEOP that are available to them. They need more access - then they'll get more skills. My thing is access, they should have all options."

Dr. Ramsey and Dr. Bailey spoke about the exploitation of students when they do not receive academic credit for their work, also about the declining job market for unprepared nurses.

Mr. Eve stated that the school system is failing the children - no guidance counselors are available.

Ms. Burnett clarified difference between needing better prepared guidance counselors - which NYSNA agrees with and the need to clarify entry into nursing practice at ADN and BSN levels.

Mr. Eve said the discussion could not be separated. The diploma school option must remain available.

Dr. Hunter clarified the status of diploma education. Diploma schools are obsolete and out of business.

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Mr. Headley stated his concern was about whether minorities have the preparation to enter colleges. It would be better for young blacks to get a BSN but is not realistic.

Ms. Jacobs said we should not assume that young black people can't make it. We in nursing know what we need to make education systems better.

Mr. Eve said he had been an adversary of organized nursing so long he had focused on getting minorities into medical schools.

Dr. Bailey said all minority students need support services. Students need to be successful even if it takes more years to complete a program.

Mr. Eve said, "I'll take a look at it. I'll look at the diploma system. Your Association needs a strong policy position on increasing minority students in nursing programs - - a strong affirmative action program. We should work together to get the numbers increased. We need to devise a strategy on recruitment of minorities starting in kindergarden."

Dr. Hunter asked Mr. Eve's advice on how NYSNA could educate other black legislators. His suggestion is to meet with them. This was a good way. Also, he would share this meeting with them.

The group told Mr. Eve they appreciated his sincere concerns about health care for minorities and requested his assistance in providing honest educational options for minorities through the Entry into Practice legislation and in providing for more financial aid to generic students and RNs returning to school.

VI. DISCUSSION OF THE MEETING

After Mr. Eve and his staff left the meeting, there was discussion on the merit of the meeting and future directions.

A. General Comments

NYSNA found out the nature of Mr. Eve's misinformation about Entry into Practice. There was a positive change in Mr. Eve's comments from beginning to end. The small group seemed to be effective. It was important that the meeting was held in Mr. Eve's district in Buffalo. He's not completely sold, we'll have to work on specific items. He addressed NYSNA as a powerful group.

B. Suggested Directions

1. Compile what NYSNA is doing in relation to minority access to nursing programs.
2. Develop a strategy for increased recruitment.
3. Develop a strategy to increase the information level of guidance counselors about nursing.
4. Address strategies to influence access (recruitment), retention and mobility.

5. Respond to "The People's Budget."

6. Develop a resolution expressing NYSNA's commitment to assisting minorities for the 1986 Voting Body.

7. Determine a future direction for working with other legislators after the November election.

VII. ADJOURNMENT

The meeting was adjourned at 4:00 p.m.

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THE NEW YORK STATE NURSES ASSOCIATION

MINORITY FOCUS GROUP

ENTRY INTO PRACTICE POSITION STATEMENT

The need for qualified professional nurses has increased steadily over the last several years to a crisis level. This increased need has resulted in part from advances in health care science and technology, the rising population of the elderly, the increase of chronic illness and the increased acuity of hospitalized clients. The result of these changes has been an increased demand for highly educated nurses prepared to provide comprehensive, complex nursing care in hospitals, long term care facilities and the community.

Retention and recruitment efforts to meet the need for professional personnel have thus far focused on seeking additional financial aid for nursing education, salary enhancement and improved working conditions. At the same time, the current shortage of nurses has been exacerbated by the decline in the number and quality of college bound students, new career opportunities for qualified students and the negative image of nursing. The United States Department of Health and Human Services has predicted a nationwide shortfall of 600,000 baccalaureate and master's prepared nurses by the year 2000.

As a group of ethnic minority nurses we actively seek to increase ethnic minority participation in professional nursing. The increase of minority nurses in all aspects of nursing can enhance health care in this state and especially for minority populations. We are particularly concerned about the disproportionate number of ethnic minorities who are guided into non-academic health careers. This situation reinforces the myth that "minorities lack the ability to achieve academically." The multiple levels of entry into nursing education promotes and maintains most minorities in low-level, dead-end careers. This in and of itself is a discriminatory and self-defeating practice.

Individuals do not select nursing as a career because it is viewed as providing minimal advancement potential and economic rewards. If nursing is to be promoted as a desirable career for minorities, certain changes must be made. First, financial aid must be made available in amounts that will allow pursuit of a professional degree. In addition, nursing must offer upward mobility and advancement potential, commensurate financial rewards and public recognition. Passage of the Entry Into Practice Legislation will be a major step toward achieving these stated goals.

In the present system, those registered professional nurses who are diploma and ADN graduates must continue their education in baccalaureate programs in order to assure upward mobility. Career mobility is virtually non-existent for many LPNs who do not receive academic credits or credentials for a completed course of study.

We strongly support the proposed New York State legislation which would require a baccalaureate degree for professional nursing practice and an associate degree for technical nursing practice. Contrary to the belief that the bill would limit minority access into nursing, the bill will actually provide two distinct career paths. Within this system minority students would be able to establish clear career goals. The resulting technical and professional nurse careers would be marketable and would offer greater potential for career mobility.

The New York State Nurses Association's Entry proposal includes a grandfather provision which would protect all nurses currently licensed. The grandfather provision ensures that all nurses holding a license as an RN or LPN prior to enactment of the legislation will continue to be licensed as RN or LPN.

As ethnic minority registered professional nurses, we therefore urge the support of NYSNA's efforts to standardize nursing education. We believe that standardization of nursing education will increase career opportunities for minorities and positively effect the health care of the minority population.

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